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manpower and labour relations

REVIEW

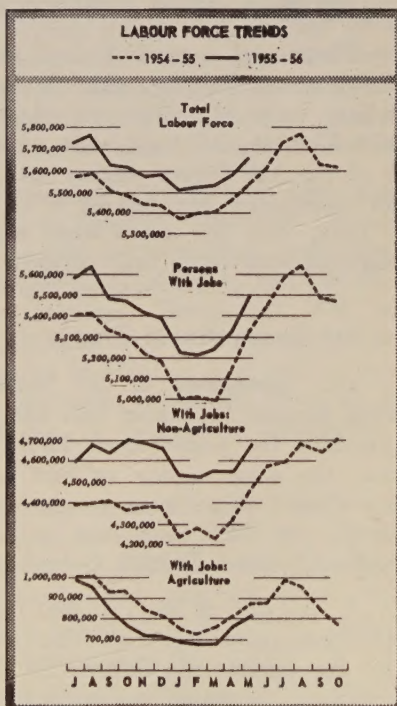
Economics and Research Branch, Department of Labour, Canada

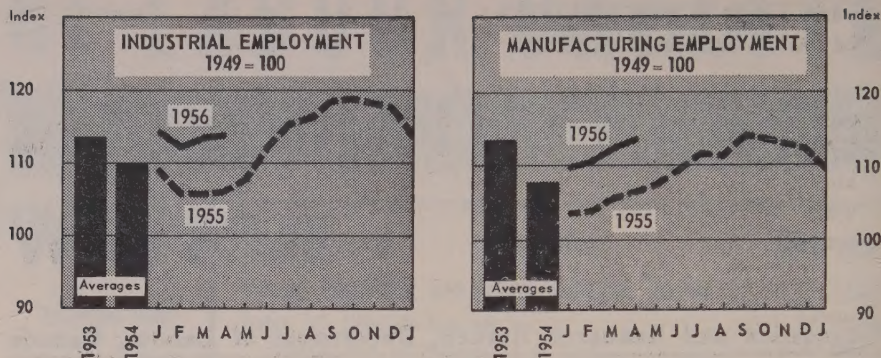
Current Manpower Situation

THE seasonal expansion of employment, which began in March, continued with increasing strength into May. Although the increase in employment this spring did not match the record expansion of 1955, it exceeded the increase of the two preceding years by a considerable margin. Unemployment declined sharply during the month and remained well below last year's. There was evidence of general shortages in a number of occupations, in contrast to the surpluses that prevailed during much of the past three years.

In the week ended May 19, 1956, the number of persons with jobs was estimated to be 5,499,000, a gain of 173,000 over the previous month. Of this increase, 53,000 was in agriculture and most of the remainder in the construction, transportation, tourist and other service industries. There were some layoffs in the automobile and farm implements industries but most manufacturing industries continued to expand moderately.

Employment continued to be substantially higher than a year earlier, the increase in the non-farm sector more than offsetting the declining trend in agriculture. The main groups of non-agricultural industries still recorded moderate to sharp year-to-year gains. Manufacturing employment in April, at 1,391,000, was 6 per cent higher than a year before; and construction employment, at 357,000,





was 13 per cent higher. Employment in mining and transportation was also notably higher than a year earlier.

Little change occurred in the length of the work week. Workers on short time were estimated to be 23,000 in May, down seasonally from the winter, and well below the 37,000 recorded a year earlier. In manufacturing, wage-earners worked an average of 41.1 hours a week in April, the same as a year earlier.

The decline in unemployment in May paralleled the sharp upturn in seasonal activities. Persons without jobs and seeking work were estimated at 165,000 in May, a decrease of 92,000 from April; this total was 48,000 lower than in May 1955 and 53,000 lower than in May 1954.

There was a marked drop in unemployment in many local areas. Edmonton and Calgary, which had moderate surpluses of workers a month earlier, were classified as shortage areas at June 1. Medicine Hat, Swift Current and Galt were also in the shortage category. All told, 66 of the 109 labour market areas were reclassified during the month into categories designating a tighter labour supply. At the beginning of June, only 39 areas were still in the labour surplus categories, compared with 64 a year earlier.

Current Occupational Trends

The operations of the National Employment Service reflect the strong demand for labour this spring. In all, just over a million persons registered for employment during the first four months of this year, about the same number as last year. Job vacancies reported, however, were almost 40 per cent greater and one-third more persons were placed through the NES than last year. Placements were notably higher in Ontario, Quebec, British Columbia and Alberta.

At the end of May, 67,000 unfilled job vacancies were still on the NES files, two-thirds more than last year and at least 40 per cent more than the comparable figures for the past four years. Some of these reflected the seasonal requirements of construction, logging, agriculture and the tourist industry. There were vacancies, for example, for 8,200 loggers (mainly in Quebec), for 3,600 farm hands (mainly in Ontario and the Prairie Provinces) and for 9,300 waitresses and domestics. Opportunities for seasonal jobs were considerably more numerous than for

some years past and they may well persist throughout the summer because of the continuing shift of manpower into other work.

Many of the vacancies listed with the NES represent long-term and continuing requirements for specific occupations. Engineers, who have been in strong demand during most of the past ten years, are the best-known example. At the end of May, almost 2,000 vacancies for engineers were listed with the NES, compared with fewer than 300 registrations for employment in this occupation.

In several other occupations, current demand is substantial compared with the supply of workers available, although the position is not as tight as for engineers. Shortages of welders are reported in the Prairie region, of structural steel workers and machinists, toolmakers and diesetters in Ontario, of foundry workers in Quebec, of electricians in the Atlantic region and of miners, automobile mechanics, secretaries and stenographers in all parts of the country.

In view of the heavy construction programs in progress in all regions, the scarcity of skilled construction workers is almost certain to be more widespread than during the past few summers. In most areas of Ontario and the western provinces, shortages of carpenters, bricklayers and other construction tradesmen either have been reported already or are anticipated shortly. (For a more detailed picture see p. 660).

The current pattern of labour shortages shows some interesting contrasts when compared with the Korean war period. In May 1951 the demand for workers in the country as a whole exceeded the supply in about twice as many occupations as this year and by mid-summer shortages in some of these had become acute. Yet the expansion of employment in 1950-51 was a good deal smaller than during the past year.

One of the main reasons for the marked shortages in 1951 was the extremely rapid growth of employment in defence industries. During the development phase of the defence program in particular, large numbers of highly skilled toolmakers and designers, diesetters, machinists, and other metalworking tradesmen were required. Throughout 1951 labour shortages were most heavily concentrated in these occupations. Although the current pattern of employment gains is similar, in a general way, to the 1951 expansion, the pressure in particular industries is not as great. Consequently, country-wide shortages in individual industries and occupations are likely to be less marked.

There are also considerable differences on the labour supply side. For one thing, the reserve of skilled manpower was probably greater at the beginning of the expansionary period in 1955 than in 1950, both because of the intensified training schemes that grew out of the defence program and because of the increased immigration of skilled workers in the past few years. Furthermore, unemployment was greater at the beginning of last year than at the beginning of the 1951 expansion period and consequently somewhat larger employment increases have been possible before shortages developed in many occupations.

Another important factor bearing on the patterns of labour shortages in 1951 and 1956 has been the addition of workers to the Canadian labour

force through immigration. While more than one million persons entered Canada during the ten years since the Second World War, two-thirds came during the past five years. The proportion of immigrants entering farm activities was highest before 1951; since then, the proportion intending to go into non-farm industries has been rising steadily.

Although the statistics on immigration by occupational groups available at present can be regarded as approximate only, they suggest that immigration of professional workers, both in absolute terms and in relation to other occupational groups, has been much higher in the past five years than in the five years immediately after the war. At the same time, the emigration of professionals to the United States, which was larger than the inflow before 1951, has not risen nearly as much as immigration since then. As a result, there has been a net gain of professional workers since 1951, compared with a net loss between 1946 and 1951.

The proportion of skilled workers to total immigrant workers has been relatively stable throughout most of the postwar period. Net immigration of skilled workers, however, has also increased sharply during the past five years. This has been largely the result of the rising volume of total immigration, for in the past ten years far more skilled workers entered the country than emigrated.

Trends in various skilled occupational groups are also interesting. As might be expected, most skilled workers entering Canada have been in the manufacturing and mechanical trades. It is notable, however, that the sharpest rise in recent years has been in the construction occupations. These tradesmen have undoubtedly played an important role in enabling the construction industry to expand without undue strains developing from labour shortages.

**Immigration to Canada of Selected Occupational Groups
1946 - 1950 and 1951 - 1955¹**

	1946 - 1950 ²	1951 - 1955 ²
All Immigrants	430,400	791,900
All Workers ³	206,900	429,000
Professional	8,180	33,830
Skilled	42,270	99,140
Manufacturing and Mechanical	24,670	54,480
Construction	9,760	35,330
Mining	5,140	4,890

Compiled by the Economics and Research Branch, Department of Labour, from data provided by the Department of Citizenship and Immigration.

- (1) The estimates of the numbers in the various occupational categories are preliminary and subject to later revision.
- (2) In 1953 there was a change in the occupational classification system used for immigration statistics. Adjustments to figures before 1953 were made by the Department of Labour to ensure comparability throughout the period.
- (3) Includes persons who have expressed the intention to enter the labour force on arrival in Canada.

Labour-Management Relations

DURING the past month many important collective agreements have been signed. A substantial proportion of the new agreements are for two-year periods, and wage increases of approximately 10 cents an hour are common. At the middle of June, bargaining was in progress for large units in basic steel production, automobile manufacturing, meat packing, logging and lumbering and mining.

During May there was a sharp increase in time lost through work stoppages. Strikes involving approximately 6,000 employees at four cotton textile mills in the province of Quebec accounted for a substantial part of the lost time.

Transportation — Agreements reached between the Association of Lake Carriers and the Seafarer's International Union, the Canadian Merchant Service Guild and the National Association of Marine Engineers provided wage increases of 16 per cent for seamen and 19 per cent for officers. The agreements, effective for two years, were reached in May with the assistance of special mediator H. Carl Goldenberg. They followed unsuccessful negotiations and conciliation as well as a strike against two of the companies by the Seafarer's union. The union did not succeed in getting the pay base changed from monthly to hourly rates but a new schedule of hourly rates for overtime was adopted.

Following shortly upon the settlement for railway non-operating employees, agreements were signed on behalf of two groups of operating employees. The agreements apply to locomotive engineers and locomotive firemen of the Canadian National Railways and are effective for two years. In each case wage increases of 11 per cent were agreed to — 6 per cent effective immediately, 2 per cent on November 1, 1956, and 3 per cent on June 1, 1957. Each employee will also receive \$4.25 per month in lieu of a health and welfare plan. The unions concerned were the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen.

Differences between the Brotherhood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway have been referred to a board of conciliation. Also being considered by boards of conciliation are disputes between the Brotherhood of Railroad Trainmen and the railways. The trainmen's union represents conductors, trainmen, baggage-men and certain other classifications.

Pulp and Paper — It was reported last month that several collective agreements had recently been negotiated in the pulp and paper industry in eastern Canada. Since that time several more agreements have been signed. The agreements so far negotiated have been for two-year terms with a wage increase of 12 cents an hour effective May 1 and a further 5 per cent effective May 1, 1957. Certain skilled tradesmen have gained an additional 3 cents an hour and upward adjustments have been made in shift differentials where applicable. Certain fringe benefits have also been increased. The major unions concerned are the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers.

Following a week-long strike of 1,600 workers at the Kenogami, Jonquière and Riverbend mills of Price Bros. & Co., Limited, a three-year agreement was reached with the National Federation of Pulp and Paper Workers, Inc. Employees will receive a 5-per-cent increase in wages retroactive to May 1, 1955, 12 cents an hour effective May 1, 1956, at Kenogami and Riverbend and 15 cents at Jonquière; and 5 per cent effective May 1, 1957. Some tradesmen were granted an additional 3 cents an hour and at Jonquière, employees will receive 5 cents an hour on November 1, 1956, when the work week will be reduced from 48 to 40 hours. The new agreement was preceded by prolonged negotiations and conciliation.

Textiles - Bargaining is under way at many primary textile mills throughout Quebec and Ontario. In a number of cases disputes have been referred to conciliation. During the past few years collective agreements at many textile mills were renewed without wage increases owing to the depressed condition of the industry. This year, however, with some improvement in the economic position of the industry, the unions have been prompted to press strongly for general advances in wage rates.

A basis for settlement of the strike of nearly 6,000 workers at the Drummondville, Magog, Montmorency and Sherbrooke mills of the Dominion Textile Company Limited has been reported. The employees, represented by the National Catholic Textile Federation, Inc., went on strike at the various mills during April and May and returned to work June 11. A two-year agreement with a general wage increase of 6 cents per hour plus a further 3 cents for certain trades is reported to be included in the settlement terms.

Construction - During the past month several new agreements were signed by building trades unions and contractors. Wage increases of 10 cents an hour were common.

Two work stoppages of construction tradesmen brought a number of construction projects in Ontario to a halt. In London and the surrounding area, a strike of more than 200 plumbers began June 6 and other tradesmen were refusing to cross the picket lines. The strike involving the International Association of Heat and Frost Insulators and Asbestos Workers reported last month (L.G., May, p. 478) was still going on.

Mining and Smelting - The International Union of Mine, Mill and Smelter Workers has been negotiating new contracts with both the Consolidated Mining & Smelting Co. of Canada, Limited, at Trail and Kimberley and the International Nickel Co. of Canada, Limited, Sudbury and Port Colbourne. Several thousand employees of both companies are affected.

Late in May it was reported that agreement had been reached with Consolidated Mining & Smelting, and that the new contract provided a package amounting to 18 cents per hour per employee during its two years.

Negotiations with the International Nickel Company broke down early in June and conciliation services were being sought. One of the main issues in dispute apparently concerns the duration of a new contract.

A proposal that the Dominion Coal Co., Limited, and District 26 of the United Mine Workers of America renew, without change, agreements covering the company's coal mining operations in Nova Scotia is being submitted to a vote of the union members. Negotiations over a new contract have extended over a considerable period of time and the report of a board of conciliation recommended a renewal without change. Depressed conditions in the coal mining industry have prevented any substantial wage gains in the past few years.

Civic Workers - Bargaining for civic employees has been going on for some time in several of the larger Canadian cities. Wages and, in some cases, hours of work appear to be the main issues. In two cities, Winnipeg and Ottawa, a settlement was reached. Winnipeg civic workers received wage gains estimated to range from 4 to 7 cents an hour. In Ottawa an arbitration board awarded civic employees a five-day work week and a contributory health plan.

Other Recent Agreements - The International Harvester Co. of Canada, Limited, agreed with the United Steelworkers of America to a wage increase of 4 cents an hour, a form of guaranteed annual wage and other benefits estimated to cost 17 cents per employee per hour in total.

The same union and the management of Steep Rock Iron Mines Limited, with the help of a board of conciliation, signed a new contract with wage increases averaging more than 20 cents an hour.

An agreement between B.F. Goodrich Rubber Company, Canada, Limited, Kitchener, and the United Rubber, Cork, Linoleum and Plastic Workers of America provides a general wage increase of 8 cents an hour and certain other wage adjustments for the 1,000 workers involved. The contract, effective for one year, also includes a ninth paid statutory holiday and grants increases in vacation pay.

Other Bargaining - Negotiations are continuing in the automobile industry between the United Automobile Workers, Ford Motor Company of Canada, Limited, and the Chrysler Corporation of Canada, Limited.

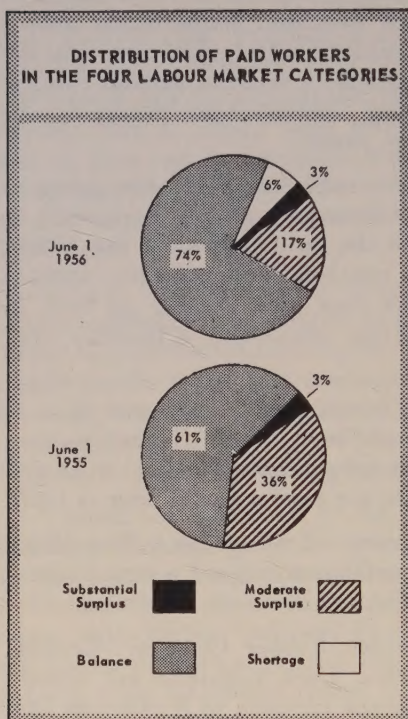
In the basic steel industry, a conciliation officer has recommended that a board of conciliation be established to deal with differences between The Steel Co. of Canada Limited, Hamilton, and the United Steelworkers of America.

In the major packinghouse companies and in the British Columbia interior logging and lumbering industry, negotiations were scheduled for June. Substantial wage increases and other contract changes are being sought by the unions in both cases. The packinghouse workers are represented by the United Packinghouse Workers of America and the logging and lumber workers by the International Woodworkers of America.

Work Stoppages

Preliminary figures for May 1956 indicate that 33 strikes and lockouts were in existence, involving 17,855 workers and a time loss of 136,510 man-days. The corresponding figures for April were 20 stoppages, 2,772 workers and 10,050 man-days and those for May 1955 were 17 stoppages, 3,200 workers and 40,500 man-days.

Manpower Situation in Local Areas



THE strong demand for labour this spring resulted in continuing rapid improvements in the labour market situation during May. In all, 66 areas were reclassified, 22 from the substantial to the moderate surplus category, 32 from moderate surplus to balance, 7 from substantial surplus to balance, 3 from balance to shortage and 2 from moderate surplus to shortage. At the beginning of June, classification of the 109 areas was as follows: (last year's figures in brackets): in shortage, 5 (0); in balance, 65 (45); in moderate surplus, 31 (55); in substantial surplus, 8 (9).

All regions shared in the improved labour market conditions. Because of the late spring, the changes in the Atlantic and Quebec regions were chiefly from the substantial to moderate surplus category while those in the Ontario, Prairie and Pacific regions brought

nearly all the areas in these sections of the country into the balanced or shortage categories. The reclassification of five areas (including the metropolitan centers of Calgary and Edmonton) into the shortage category indicates that labour is in tighter supply for this time of year than it has been since 1952. No areas were in shortage at June 1 in either 1955 or 1954 and only four were in this category in 1953. Current labour shortages, however, were not as widespread as in 1952, when 10 areas were in the shortage category at June 1.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	June 1 1956	June 1 1955	June 1 1956	June 1 1955	June 1 1956	June 1 1955	June 1 1956	June 1 1955
Metropolitan	-	-	2	4	7	7	2	-
Major Industrial	2	2	11	18	14	7	-	-
Major Agricultural	1	1	2	5	11	8	-	-
Minor	5	6	16	28	33	23	3	-
Total	8	9	31	55	65	45	5	-

*See inside back cover May Labour Gazette.

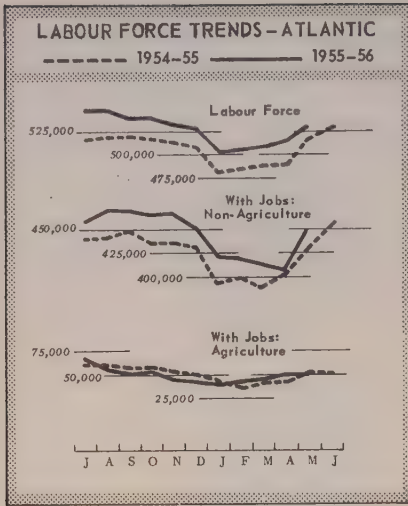
CLASSIFICATION OF LABOUR MARKET AREAS

June 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS labour force 75,000 or more)		→ QUEBEC - LEVIS → ST. JOHN'S	Hamilton Montreal Ottawa - Hull Toronto → VANCOUVER - NEW WESTMINSTER Windsor → WINNIPEG	→ CALGARY → EDMONTON
MAJOR INDUSTRIAL AREAS labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Royston - Val d'Or	Cornwall Farnham - Granby → JOLIETTE → LAC ST. JEAN → MONCTON → NEW GLASGOW Saint John → SHAWINIGAN FALLS Sherbrooke Sydney → TROIS RIVIERES	→ BRANTFORD FORT WILLIAM - PORT ARTHUR Guelph → HALIFAX Kingston Kitchener London Niagara Peninsula Oshawa → PETERBOROUGH Sarnia → SUDBURY TIMMINS - KIRKLAND LAKE Victoria	
FOR AGRICULTURAL AREAS labour force 25,000 - 75,000; 70 per cent or more in agriculture)	Rivière du Loup	Chatham → THEFTORD - MEGANTIC - ST. GEORGES	Barrie → BRANDON → CHARLOTTETOWN Lethbridge Moose Jaw → NORTH BATTLEFORD → PRINCE ALBERT → RED DEER Regina → SASKATOON → YORKTON	
MINOR AREAS labour force 10,000 - 25,000)	Campbellton Gaspé Grand Falls Prince George Rimouski	→ BATHURST Drummondville → EDMUNDSTON Kamloops → KENTVILLE → MONTMAGNY → NEWCASTLE → OKANAGAN VALLEY → QUEBEC NORTH SHORE → STE. AGATHE - ST. JEROME → ST. STEPHEN Sorel → SUMMERSIDE → TRURO → VALLEYFIELD → WOODSTOCK, N.B.	Brantford → BEAUHARNOIS → BELLEVILLE - TRENTON → BRACEBRIDGE → BRIDGEWATER CENTRAL VANCOUVER ISLAND → CHILLIWACK → CRANBROOK → DAUPHIN → DAWSON CREEK → DRUMHELLER → FREDERICTON Goderich → LACHUTE - STE. THERESE Lindsay Listowel → NORTH BAY → OWEN SOUND → PEMBROKE → PORTAGE LA PRAIRIE → PRINCE RUPERT Sault Ste. Marie → SIMCOE → ST. HYACINTHE → ST. JEAN Stratford St. Thomas → TRAIL - NELSON Walkerton → WEYBURN VICTORIAVILLE Woodstock - Ingersoll → YARMOUTH	→ GALT → MEDICINE HAT → SWIFT CURRENT

The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT increased at about the usual rate in the Atlantic region during May despite the latest spring in 60 years. Spring seeding was reported to be three weeks behind schedule and construction and logging activities were retarded in many areas. Persons with jobs in the region were estimated to number 499,000 at May 19, an increase of 42,000 from a month earlier and of 15,000 from the same date in 1955.

The rise in employment during May was confined almost entirely to non-farm activities but was fairly widespread throughout the region. Earlier indications of a sharp upturn in construction employment

failed to materialize during the month owing to bad weather; but there was little change from the former strong outlook for the industry this summer. Demand for woods workers increased as the river drives began but lumbering and pulp-cutting activities were slow getting under way.

Sixteen of the 21 areas in the region were reclassified during the month, 11 from the substantial to the moderate surplus category, two from the moderate surplus to the balanced category and three from the substantial surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (4); in moderate surplus, 13 (15); in balance, 5 (2).

Local Area Developments

St. John's (metropolitan). Reclassified from Group 1 to Group 2. Employment increased in this area according to the usual seasonal pattern. Fishing, fish processing and construction were mainly responsible for the increase. To date, however, fishing has been a disappointment because of a shortage of bait and generally poor weather.

Halifax (major industrial). Reclassified from Group 2 to Group 3. Construction employment increased steadily during the month despite unfavourable weather. All manufacturing industries were operating near capacity. Retail trade failed to expand as usual, however, owing to continuing cool weather.

New Glasgow (major industrial). Reclassified from Group 1 to Group 2. Rehiring of 500 workers at Eastern Car Company Limited was largely responsible for the reclassification of this area. The lumbering industry absorbed an additional 200 workers.

Moncton (major industrial). Reclassified from Group 1 to Group 2. A fairly sharp increase occurred in construction employment. Supplies of unskilled construction workers were still plentiful at the end of the month but skilled workers such as heavy equipment operators, electricians, plumbers, engineers and draftsmen were scarce.

Charlottetown (major industrial). Reclassified from Group 1 to Group 3.

Bathurst, Edmundston, Kentville, Newcastle, St. Stephen, Summerside, Truro and Woodstock (minor). Reclassified from Group 1 to Group 2.

Bridgewater and Yarmouth (minor). Reclassified from Group 1 to Group 3.

Fredericton (minor). Reclassified from Group 2 to Group 3.

QUEBEC

DURING May employment in the Quebec region increased at about the usual rate and remained at levels far above last year's. Persons with jobs at mid-month were estimated at 1,517,000, an increase of 50,000 from the previous month and 48,000 from the previous year.

Employment in construction increased considerably but not enough to create any sizeable shortage of skilled labour. Logging companies were having difficulty in securing all the workers they needed as alternative job opportunities were increasing. Farm hands were scarce in most local areas and, with the opening of summer resorts, waitresses and kitchen helpers were in strong demand.

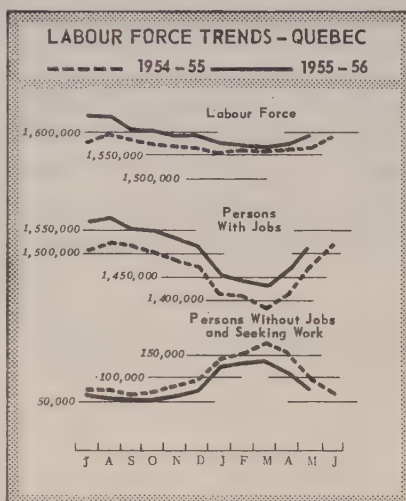
Total industrial employment was about 8 per cent higher than a year earlier. Recent figures show that the greatest year-to-year increase occurred in forestry, primary iron and steel, aircraft and construction. After reaching a trough in 1954, employment in primary and secondary textiles rose slowly through 1955, and in the early months of 1956 it was 8 per cent higher than a year earlier.

Fifteen of the 24 local areas in the region were reclassified during the month, ten from the substantial to the moderate labour surplus category, four from the moderate surplus to the balanced category, and one from the substantial surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in balance, 6 (4); in moderate surplus, 14 (16); in substantial surplus, 4 (4).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Following the usual seasonal pattern, employment in Montreal increased considerably in outdoor activities and in the metalworking trades, and dropped slightly in the shoe industry. Engineers, draftsmen, moulders, coremakers, auto mechanics, stenographers, waitresses and kitchen helpers were in short supply.

Quebec-Lévis (metropolitan). Reclassified from Group 1 to Group 2. Employment increased seasonally in construction and related industries,



land and water transportation, logging and other outdoor industries. Employment in textiles, especially in Lévis, was high for this time of year.

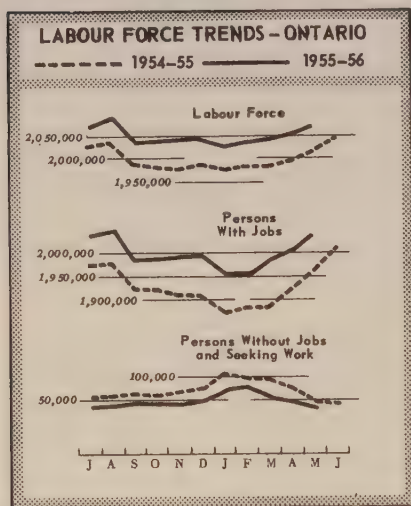
Joliette, Lac St. Jean, Shawinigan Falls and Trois-Rivières (major industrial). Reclassified from Group 1 to Group 2. The log drive, relaxation of spring restrictions on truck transportation, increased activity in construction and the beginning of the tourist season were responsible for a sharp increase in employment. Demand for skilled workers in the secondary textile industry in Trois-Rivières was high, partly because of the opening of a new clothing firm in the area.

Thetford-Megantic-St. Georges, Montmagny, Quebec North Shore, Ste. Agathe-St. Jérôme and Valleyfield (major agricultural and minor). Reclassified from Group 1 to Group 2.

Beauharnois, Lachute-St. Thérèse, St. Hyacinthe and St. Jean (minor). Reclassified from Group 2 to Group 3.

Victoriaville (minor). Reclassified from Group 1 to Group 3.

ONTARIO



THE seasonal demand for workers in the construction, agriculture, forestry and tourist resort industries continued to expand despite cold, wet weather throughout most of Ontario in May. Persons with jobs increased by 32,000 during the month to 2,038,000 at May 19. The year-to-year increase in employment (69,000 or 3.5 per cent) continued to exceed the growth in the labour force (55,000 or 2.7 per cent).

Manufacturing industries were operating at near capacity but there were some short-time and some indefinite layoffs in the agricultural implement and automobile industries. Shortages of engineers, machinists,

draftsmen, tool and die makers, machine shop workers and technicians became more widespread. The record construction program for this year has been delayed in some areas because of cold, wet weather but shovel and bulldozer operators, carpenters, bricklayers, and painters are becoming scarce in many areas. Shortages of farm labour were apparent in most areas and with the strong competition from the manufacturing and construction industries there appeared to be little hope of meeting requirements.

Eleven of the 34 areas in the region were reclassified during the month; ten from moderate surplus to balance and one from balance to shortage. At June 1, area classification was follows (last year's figures in brackets): in shortage, 1 (0), in balance 31 (23), in moderate surplus 2 (11).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Heavy industries are continuing at capacity, with template makers, bench fitters, steel mechanics and tool and die makers in shortage. Construction increased rapidly during the month.

Ottawa-Hull (metropolitan). Remained in Group 3. Farm workers and most types of skilled construction workers were scarce.

Toronto (metropolitan). Remained in Group 3. Manufacturing industries continued at near capacity. Despite layoffs in the agricultural implements industry, metal working tradesmen were becoming more scarce. The demand for skilled construction workers was strong.

Windsor (metropolitan). Remained in Group 3. Labour supplies increased as inventory adjustments necessitated short-term and indefinite layoffs in automobile plants during May.

Brantford (major industrial). Reclassified from Group 2 to Group 3. There were some layoffs in agricultural implements but most workers were absorbed in other local industries.

Peterborough (major industrial). Reclassified from Group 2 to Group 3. Increasing employment at Canadian General Electric has been largely responsible for improved employment conditions in the area. All other industries were also busy.

Sudbury (major industrial). Reclassified from Group 2 to Group 3. The largest building program in the history of the area is planned for this year. To date, sufficient labour has been available either locally or through NES clearance procedures but shortages are expected this summer.

Timmins-Kirkland Lake (major industrial). Reclassified from Group 2 to Group 3. Hiring began in the logging and construction industries although bad weather throughout May delayed work.

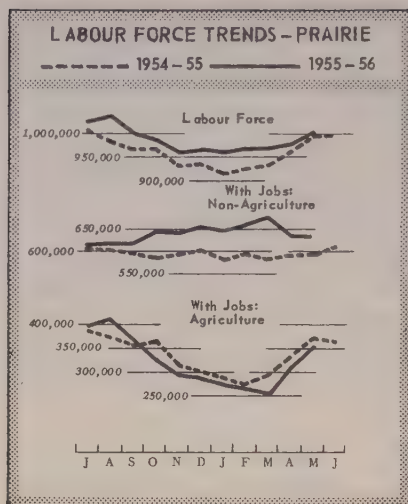
Galt (minor). Reclassified from Group 3 to Group 4. Labour demand was exceptionally strong in all industries in this area.

Belleville-Trenton, Bracebridge, North Bay, Owen Sound, Pembroke, and Simcoe (minor). Reclassified from Group 2 to Group 3.

PRAIRIE

BUSINESS activity in the Prairie region showed a decided increase during May. The estimated number of persons with jobs in the week ended May 19 was 991,000, some 46,000 more than a month earlier and 24,000 more than at the corresponding date in 1955. Spring seeding was hampered by wet weather during the first half of the month but increased rapidly during the last two weeks of May under ideal weather conditions. Logging operations were curtailed owing to an unusually large number of fires and the seamen's strike slowed down lake shipping; but on the whole, industrial employment showed further strengthening during the month.

Job opportunities were more numerous than last year in almost all areas. Shortages of workers in a wide range of occupations occurred in Edmonton, Calgary, Medicine Hat, and Swift Current. In other areas, the demand for farm workers to complete spring work was strong and early shortages of skilled construction workers were expected.



Seventeen of the 20 areas in the region were reclassified during the month, three from the substantial labour surplus to the balanced category, ten from the moderate surplus to the balanced category, two from balance to the shortage category and two from the moderate surplus to the shortage category. At June 1, the area classification was as follows (last year's figures in brackets): in shortage, 4 (0); in balance, 16 (11); in moderate surplus, 0 (9).

Local Area Developments

Calgary (metropolitan). Reclassified from Group 2 to Group 4. Unemployment fell sharply and by the

end of the month a general shortage of labour had developed. Job opportunities were much more numerous than a year earlier in almost all occupations; vacancies listed at NES offices represented 80 per cent of total registrations for employment, compared with 40 per cent a year earlier.

Edmonton (metropolitan). Reclassified from Group 2 to Group 4. The rapid expansion of oil exploration and construction, together with the steady growth of trade and services, resulted in unusually heavy labour requirements.

Winnipeg (major industrial). Reclassified from Group 2 to Group 3. Manufacturing employment increased by about the usual amount. Construction activity gained momentum but there were no reports of labour shortages.

Fort William-Port Arthur (major industrial). Reclassified from Group 1 to Group 3. Construction employment increased rapidly in this area and early shortages were anticipated.

Swift Current and Medicine Hat (minor). Reclassified from Group 3 to Group 4. A very heavy construction program was largely responsible for the tight labour supply which developed during May.

Brandon, Dawson Creek, Drumheller, North Battleford, Prince Albert, Red Deer, Saskatoon, Weyburn and Yorkton (major agricultural and minor). Reclassified from Group 2 to Group 3.

Dauphin and Portage La Prairie (minor). Reclassified from Group 1 to Group 3.

PACIFIC

EMPLOYMENT in the Pacific region continued to increase during May although many industries had already been working at capacity. Persons with jobs at May 19 were estimated at 454,000, about 3,000 more than a month earlier and 19,000 more than in 1955. Further employment increases may be limited by skilled labour and steel shortages and by the

possibility of forest closures. The movement of workers from agriculture and service industries to higher paid occupations was evident.

Logging operations were returning to normal following the re-opening of roads. Most manufacturing industries were operating at capacity. The shipbuilding industry, which had been regaining strength since mid-1955, employed 20 per cent more workers during the first quarter of 1956 than a year earlier. Construction employment expanded rapidly and was much higher than last year, mainly as a result of industrial development and public utility expansion. Mining was very busy, particularly in base metals, and a heavy exploration and development program was underway. It seems likely that farm employment in some areas will remain much lower than last year largely because of frost damage last winter.

Labour shortages continued in professional, secretarial, metal-working and mining occupations. The supply of skilled workers was likewise becoming tight in the public utility, trade, service and construction industries. In most of these industries employers were also experiencing difficulty in hiring suitable unskilled workers, particularly for out-of-town jobs. The arrival of professional workers from other parts of Canada and from abroad has helped to alleviate some of the shortages.

During the month, seven labour market areas were reclassified, six from the moderate surplus to the balanced category and one from substantial to moderate surplus. At June 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in balance, 7 (5); in moderate surplus, 2 (4); in substantial surplus, 1 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan). Reclassified from Group 2 to Group 3. Employment conditions continued to improve rapidly, with a 32-per-cent decline in job registrations at NES offices and a 48-per-cent increase in job vacancies. The supply of qualified workers in practically every classification was becoming exhausted.

Victoria (major industrial). Remained in Group 3. Continued employment increases resulted in the number of job registrations being the lowest for any comparable period since 1947. Labour shortages were confined to skilled trades and professional occupations but the supply of suitable workers in the semi-skilled and unskilled groups was becoming increasingly tight.

Chilliwack, Cranbrook, Central Vancouver Island, Trail-Nelson and Prince Rupert (minor). Reclassified from Group 2 to Group 3.

Okanagan Valley (minor). Reclassified from Group 1 to Group 2.



Current Labour Statistics

(Latest available statistics as of June 11, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	May 19	5,664,000	+ 1.5	+ 2.3
Total persons with jobs.....	May 19	5,499,000	+ 3.2	+ 3.3
At work 35 hours or more.....	May 19	4,997,000	+ 3.4	+ 4.9
At work less than 35 hours.....	May 19	390,000	+ 5.1	- 14.3
With jobs but not at work.....	May 19	112,000	- 6.7	+ 5.7
With jobs but on short time.....	May 19	23,000	-28.1	- 37.8
With jobs but laid off full week.....	May 19	*	-	-
Persons without jobs and seeking work	May 19	165,000	-35.8	- 22.5
Total paid workers.....	May 19	4,263,000	+ 3.1	+ 5.0
In agriculture.....	May 19	107,000	+16.3	- 13.7
In non-agriculture.....	May 19	4,156,000	+ 2.8	+ 5.6
Registered for work, NES (b)				
Atlantic.....	May 17	46,363	-43.7	+ 8.6
Quebec.....	May 17	104,408	-42.1	- 9.4
Ontario.....	May 17	66,563	-40.0	- 28.9
Prairie.....	May 17	39,637	-47.1	- 18.8
Pacific.....	May 17	24,977	-38.4	- 22.0
Total, all regions.....	May 17	281,948	-42.3	- 15.2
Claimants for Unemployment				
Insurance benefit.....	May 1	292,063	-42.9	- 8.3
Amount of benefit payments.....	April	\$33,201,609	-13.0	- 1.7
Industrial employment (1949=100).....	April 1	113.4	+ 0.2	+ 7.3
Manufacturing employment (1949=100).....	April 1	113.2	+ 0.8	+ 6.3
Immigration.....	1st Qtr. 1956	18,963	-	+ 7.6(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	May	136,510	-	+129.3(c)
No. of workers involved.....	May	17,855	-	+131.3(c)
No. of strikes.....	May	33	-	+ 77.8(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	April 1	\$63.39	+ 0.3	+ 4.5
Average hourly earnings (mfg.).....	April 1	\$ 1.50	+ 1.3	+ 4.2
Average hours worked per week (mfg.).....	April 1	41.1	- 0.5	0.0
Average weekly earnings (mfg.).....	April 1	\$61.81	+ 0.8	+ 4.2
Consumer price index (av. 1949=100).....	May 1	116.6	+ 0.2	+ 0.4
Real weekly earnings (mfg. av. 1949=100)	April 1	127.1	+ 0.6	+ 3.8
Total labour income.....\$000,000	March	1,093	+ 0.3	+ 10.2
<i>Industrial Production</i>				
Total (average 1935-39=100).....	March	277.2	+ 4.0	+ 10.0
Manufacturing.....	March	282.3	+ 4.7	+ 8.8
Durables.....	March	345.4	+ 5.6	+ 8.6
Non-Durables.....	March	242.0	+ 3.8	+ 8.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

* Less than 10,000.

Notes of Current Interest

New Engineering Schools Needed to Meet Demand

The necessity for setting up new schools of engineering if the demand for engineers in Canada is to be met was foreseen by the deans of engineering departments of 12 universities, who gathered in Montreal recently.

Schools are turning out between 1,650 and 1,700 engineering graduates this year, whereas there are 5,000 vacancies for such graduates. At the best, 3,400 engineers can be turned out in 1966 by doubling present facilities, the deans said. This, they thought, could be done; but it will not be enough either to provide for all the applicants who will probably be coming forward by that time, or to meet the demands of industry.

Dr. R. E. Heartz, President of the Engineering Institute of Canada, told the group at its 70th annual meeting that "the shortage of engineers is so evident that reference to it is quite unnecessary, but it is important to realize that it is becoming increasingly worse. In fact, there are signs that it is beginning to affect our economy."

He called for "substantially increased financial support" to institutions of higher learning from both provincial and federal governments, business and industry, and individuals.

McGill University has announced a campaign to raise \$6,000,000 to finance an expansion which will make possible the doubling of enrolment at its engineering school. The University of Ottawa is appealing for \$3,000,000 from Canadian industry to help in building a new engineering campus. It is hoped to increase the enrolment from the present 200 engineering and 100 science students to 800 engineering and 400 science students by 1965.

The University of Western Ontario in London has announced that it is extending its first and second year engineering program to a full four-year course. Freshman intake in engineering will be increased from 25 to 50 in September, and to 150 in the fall of 1958.

Must Extend Availability Of University Education

In universities from coast to coast in Canada, there are only 69 students who will graduate in pure honours chemistry this year, according to Dr. G. E. Hall, President and Vice-Chancellor of the University of Western Ontario.

In geology, there are only 40 students who will graduate with pure honours, said the educationist, in declaring that higher education for a greater number of persons is essential.

"Where are we going to get the people to develop Canada unless we comb the Dominion and make it possible for an increased number to have the opportunity for more education?"

"Only in universities are engineers, physicists, zoologists, teachers, clergy, lawyers, economists, historians and philosophers produced.

"What we consider assets in natural resources were considered by our forefathers as barriers of progress...now Canada's future is unlimited if we have people to do this type of development work."

U.S. Railway Union Shops Valid—Supreme Court

The United States Supreme Court ruled unanimously last month that since an amendment to the Railway Labor Act, passed in 1951, allowed union shop agreements notwithstanding any law "of any state", state "right-to-work" laws prohibiting railway union shop agreements were invalid. Eighteen states have such laws.

The crux of the decision was that a collective agreement made in accordance with the Railway Labor Act "could not be made illegal or vitiated by any provisions of the laws of a state". Justice William O. Douglas, who wrote the opinion of the Court, said that under the supremacy clause of the Constitution, state laws which were contrary to federal law were invalid.

In the absence of conflicting federal legislation, the judge said, a state may prohibit the union shop. But since Congress has enacted this particular law, state laws must yield to it.

The Court's decision reversed a ruling of the Nebraska Supreme Court that the Railway Labor Act was inapplicable in that state.

"First Automation Strike" In England Has Ended

Britain's "first automation strike" ended May 10 when the strikers agreed to return to work while negotiators sought a settlement of the dispute.

It began April 26 when about 12,000 employees of Standard Motor Company at Coventry, one of the largest in the country, walked out on learning of the company's plan to lay off more than 3,000 men for several months so that the firm's tractor plant could be converted to automation.

The unions involved in the strike were attempting to establish two principles: (1) that employers must consult with the workers before introducing automation; and (2) that workers made redundant by the introduction of automation be retained until other jobs are found for them.

The walkout came about from these circumstances:—

The company's plans called for a £4,000,000 (\$11,200,000) retooling and replacement at its tractor plant that would halt production for four months, from May 18 to late September.

About 3,500 workers made idle by the improvement program were to be laid off. As many as possible were to be re-employed when tractor production resumed on the new assembly lines.

On April 25, the Amalgamated Engineering Union, of which many of the Coventry strikers are members, at its annual conference demanded that workers displaced by automation must remain in their jobs until other work could be found for them.

The resolution adopted at the conference also proposed the establishment of a tripartite committee of government, employers and unions, to study the whole effect of automation.

Shop stewards at the Standard plant insisted that the company keep all the tractor workers on the payroll during the retooling period by instituting shorter work schedules instead of laying the men off. The men struck when, the shop stewards reported, company officials refused to reconsider the decision to lay off the tractor workers.

Pickets forced a halt in work on the plant renovation project by preventing employees of contracting concerns from entering the Standard works.

Representatives of the strikers appealed for support from other unions, including a dockworkers "blacklist" against export shipments from the struck company and a voluntary weekly assessment from each of the Engineering Union's 200,000 members.

William Warman, a member of the Communist party's national executive, was chairman of the strike committee.

According to company spokesmen, the new tractor plant would step up annual production from 70,000 to 100,000 tractors of improved design. The new plant would incorporate the principles of automation with automatic controls for machines and assembly line processes.

Alick S. Dick, Managing Director of the Standard Company, made the statement:—

"We are not installing £4,000,000 worth of equipment in order to employ the same number of men."

After negotiations, the company agreed to save the jobs of 1,000 of the men by transferring them to Standard's car factory. Workers there will go on a four-day week to make room for the newcomers.

The union then asked the company to retain a further 1,000 men by absorbing them into the car plant by the operation of a rotation week off, with a guaranteed wage of £6 a week (\$16.80) when not working.

On May 30 the company management rejected this request and told union chiefs that 2,600 employees would have to be fired.

They said that 1,400 workers would receive a week's notice on the following day and the remainder in three weeks.

The mass dismissal, confined to workers in the firm's tractor plant, has aroused fears that there might be a repetition at the automobile factory of what has been called "Britain's first automation strike".

Automation Less Fearful Than Loss of Markets

Unemployment caused by loss of markets was a greater danger than displacement caused by automation, a British trade union leader warned last month.

James Crawford, President of the National Union of Boot and Shoe Operatives, speaking at an international automation seminar at London, said:—

"If we do not improve our competitive efficiency we will have a much bigger problem than technological displacement. In a buoyant, expanding economy machine-displaced workers can be found other jobs. Unemployment caused by loss of markets is a much more difficult business to deal with."

Develop Automation Fast, British Industry Advised

Britain was urged in a government study last month to seize and develop the possibilities of automation as rapidly as possible.

The study, prepared by the Department of Scientific and Industrial Research, declared there was no alternative in a world growing more competitive virtually by the week. The most powerful brake on the introduction of automation in Britain would not be capital but shortage of technical and scientific manpower, it pointed out.

Last month, too, Britain's Labour Minister, Iain Macleod, suggested that firms have early discussions with their workers before introducing new automation techniques.

Speaking in the British House of Commons, Mr. Macleod said: "It is essential that firms which are contemplating the introduction of automation should in their planning consider from the beginning how it will affect their workers, and bring them into early discussions."

Mr. Macleod said the Government welcomed automation but that it was bound to cause employment problems. He said these problems could be handled if the government and both sides of industry worked in close co-operation.

The natural anxiety that may be caused by the introduction of automation, Mr. Macleod said, should be recognized. "There are bound to be employment problems involving the redevelopment of labour. New skills will certainly be required".

New Automation Danger Seen by Educationist

Automation was seen as a stumbling block to Canada's future scientists and engineers in the race against their Russian contemporaries by the Assistant Superintendent of Secondary Schools for Ontario, A. M. Moon.

In an address to the 25th convention of the Associated High School Boards of Ontario last month, Mr. Moon warned that while Soviet schools continued to outstrip the West in producing technicians, students here were about to be lulled into inertia by the advent of machines that replace manpower.

"The Russians are setting the pace for us," he said. "We must develop more engineers, technicians and scientists if we are to exist."

In the USSR, 250 technical and vocational schools were set up in 1954 alone, Mr. Moon said, while Ontario had built about one a year in 50 years.

Russian students go to school six days a week, work longer hours and have fewer distractions, Mr. Moon said, "and from all reports they like it".

Automation, which was not "merely creeping along," would "lull us into inactivity and it will be harder for parents to get their children to study because of the increased leisure time," he said.

The Ontario Government, Mr. Moon reported, had given the go-ahead for a Grade 13 honour diploma in technical courses. Next year, he stated, vocational schools in Brantford, St. Catharines and Galt would introduce this non-university Grade 13 course leading to a year's credit in Ryerson Institute of Technology.

Advanced technical evening classes, for Grade 12 graduates already in industry or commerce, have been extended to several Ontario centres and last year produced the first 18 graduates.

Mr. Moon estimated there were 70,000 enrolled in evening classes in vocational schools across the province.

Opinion of Apprenticeship "Needs Drastic Revision"

That apprenticeship has been unfairly relegated to the lowest rung of the ladder of progress for young Canadians, and that we should drastically revise our thinking about it, is the opinion of W. Elliott Wilson, Deputy Minister of Labour for Manitoba.

Instead of the university's being regarded as the "highest", with vocational training the "second best" and apprenticeship a means of training for those who failed to "make the grade" in university or technical institution, he suggests that we ought to realize that the three are alternative roads to success, none of them inherently superior and each as valuable as the individual is prepared to make it.

In the effort to get rid of the stigma of "dirty work" which is often attached to the calling of tradesmen or mechanics, the home should be the first point of attack, Mr. Wilson suggests. The stigma, he believes, is due to home training, which teaches children and other members of the family to avoid dirt, mud and grime; and it continues to show itself in the attitude of teen-age girls who "look down their pretty, powdered noses at the youth who works with his hands," and persists all through life "in the attitude of clubs, churches and other organizations".

N.Y. Trains Apprentices In Automation Trades

The establishment of two new apprentice programs to meet the rapid development of automation and electronics has recently been approved by the New York State Apprenticeship Council. The new programs, which may easily constitute the first of many important changes in basic job structure resulting from automation, are those for electronic laboratory technician and machine tool mechanic.

The work of the electronic laboratory technician, when trained, will be to build the electronic control box that regulates work and output on the automatic production line. Up till now this kind of work has been done by full-fledged electronic engineers, but when workers trained through apprenticeship are available the engineers will be free to work exclusively on engineering problems.

The electronic laboratory technician will have to complete a four-year training program which includes electrical shop work, basic electronics, circuit analysis and electro-electronic mechanical design.

The machine tool mechanic's job is similar to that of a millwright, with some variations having to do with erection of machine foundations, movement of machinery and set-up and installation of machinery. The new trade will deal entirely with automation, and the apprentices will have to learn to handle complicated 90-foot automatic machines capable of turning out a complete production job by themselves.

The apprentice machine tool mechanic will also learn how to time, synchronize and set each tool to its proper place, the construction of base machines, and testing and tooling to customer's specifications. He will probably be the key factory mechanic of the future. The period of apprenticeship is tentatively set to last three years.

Automation Seen Indirect Cause of Clerk Shortage

An indirect effect of automation is already being felt in a shortage of stenographers, bank clerks, nurses, "Good Humor Salesmen", retail clerks of all kinds, and grocery boys, according to an article, "The Coming Scarcity: Labor", in *Business Week* for May 5, 1956.

The reason for these shortages, the article says, is partly that "high wages in expanding industries attract white-collar or easily-trained workers away from their jobs in the

more static, low-wage fields, such as retailing or banking"; and partly because "the main breadwinner of a family is earning enough so that his wife can quit work to do what she likes... or so his children can quit working for what he now regards as substandard wages".

"America got its first taste of this phenomenon when the supply of domestic servants shrank, years ago, for the same reason."

However, the shortage of low-paid white-collar workers is at least as much a cause as an effect of the trend to automation, the writer of the article suggests. Here again he draws an analogy from what happened to domestic labour in the past.

"The vacuum cleaner and the electric dishwasher did not make the maid-of-all-work obsolete. It was the disappearance of the housemaid that produced the outpouring of vacuum cleaners, dishwashers, washing machines, and other appliances—the automation revolution in the American home."

The recruiting problem throughout the United States, apart from the shortage of engineers, technicians and skilled workers generally, is how to meet the shortage of these white-collar workers, the writer says.

"The surest way to get them is the most painful—to boost salaries and wages. Many an employer, trying to figure out a way to grab the high-quality bodies he wants, has gloomily observed: 'We can't destroy our present wage structure just to bring in more people.' This," the article concludes, "is going to be a powerful factor that will bring in more machines."

Make Steel Firms Justify Price Boosts, Union Asks

The Canadian steel industry should be required to justify its price structure, and any further price increases, "before a public tribunal similar in authority to a conciliation board, before which labour must justify its wage demands," the United Steelworkers of America believes.

A resolution urging the Government to institute this requirement was passed at a recent policy conference of the Canadian district of the union.

The Steelworkers complained that profits in the Canadian steel industry have risen 612 per cent since 1939, and that Canadian profits have been 32.8 per cent of net worth against 27.7 per cent of net worth in the United States steel industry for the years 1948-54.

They also complained that wage increases have lagged far behind prices in the industry, and that Canadian producers charge American prices but pay wages 25 per cent lower than American wages. The union rejects the steel companies' plea that steel price increases have been required because of wage increases.

An intensified drive to organize office workers and reduction in the length of the work week were other objectives debated at the conference.

Charles Millard, Canadian Director of the union, said that the Steelworkers will increase its efforts to organize office employees in establishments where the union represents plant workers.

"By far the greatest proportion of our jurisdiction in the clerical field is still unorganized and this is a problem which must be tackled during the coming year," he insisted.

Hours of work should be reduced to at least no more than 40 a week in plants now working a longer week, said Larry Sefton, the union's director for the district from Ontario to British Columbia. He pointed out that hours in the Ontario gold mines had been reduced from 48 to 44 in recent negotiations.

He suggested that as a means of reducing unemployment "it might well be necessary for us to start planning now for a work week less than 40 hours with the same take-home pay".

Next UAW Goal Will Be Fewer Hours, Higher SUB

The next major bargaining goal of the United Automobile Workers will be a shorter work week without loss of pay and an increase in the size and duration of supplementary unemployment benefits, UAW President Walter P. Reuther announced last month.

He was discussing the union's long-range bargaining objectives at a press conference after addressing a closed conference of the GM Council of the union, at which more than 500 delegates and union officials were present.

The growing number of layoffs in the auto industry was one of the main topics of the conference, and it was decided that when the present agreement with General Motors expires in 1958 a principal demand would be for "a substantial reduction in the work week with the maintenance of a full 40 hours' take-home pay".

Packinghouse Workers Draw Up 1956 Demands

A union shop, two weeks' paid vacation for service up to nine years, three weeks after nine years and up to 14 years, and four weeks for more than 14 years, and a substantial wage increase, were among bargaining demands drawn up in a Canadian district conference attended by 60 delegates of the United Packinghouse Workers in Toronto on April 28 and 29.

The present country-wide contract in the meat packing industry will expire on August 1, and notices opening negotiations for a new contract were sent first to Burns & Co. and the Swift Canadian Co. towards the end of May. Similar notices to Canada Packers Ltd. and the independent meat packing companies were expected to follow.

The union is again planning to bargain on a national scale.

Other demands were expected to include: base rate for women to be brought up to the same level as the men's rate; pay rates in all plants to be made the same as those in Toronto; shift premiums of 10 cents for afternoon and 15 cents for night shift; companies to supply all tools and clothing needed on the job, and to allow 15 minutes a day on company time for knife-sharpening; full cost of a comprehensive welfare plan for workers and dependents to be paid by the employer; three days off with pay in case of death in the family; company to pay for all licences needed by employees in the course of their employment; preferential hiring in other plants for employees laid off in one plant; special leave for female employees in case of pregnancy; 10 paid statutory holidays; double time for all Sunday work, time and a half for Saturday work, and double time and a half for work on statutory holidays.

Steel Union, Carpenters End Jurisdictional Rift

A settlement of the jurisdictional dispute between the United Steelworkers and the United Brotherhood of Carpenters and Joiners was recently announced in the United States. The presidents of the two unions were reported to have reached an informal agreement on the basic terms of a settlement but the terms were not made public.

The question of which union should have jurisdiction over construction projects at steel plants has been the bone of contention.

Bakers in B.C. to Work 35-Hour Week in 1957

Bakery workers in Vancouver and Nanaimo will be working a 35-hour week in October next year.

A two-year agreement recently reached by the Bakery and Confectionery Workers' International Union with Canadian Bakeries Limited and seven other bakery firms in the two cities provides for a progressive reduction in hours of work, to 37 hours a week effective June 1, to 36 hours on June 1 next year and to 35 hours effective October 1, 1957.

According to the agreement, working hours in any day shall not exceed seven and one-half, except that on one day in each week they may be eight hours.

The agreement also provides for a wage increase of \$2.50 a week effective June 1, 1956, and a further increase of \$2.50 on June 1, 1957.

Three weeks' paid vacation are allowed after 11 years' service effective June 1, 1956, and after 10 years' service effective June 1, 1957.

Indiana Bars Receipt of Both SUB, State Benefits

Nearly 100,000 members of the United Automobile Workers are affected by a recent ruling of the Attorney General of Indiana that industrial workers in the state cannot draw unemployment benefits from the state and from their employers simultaneously.

The ruling said that any payments made by the employer under "guaranteed annual wage" plans in labour contracts must be deducted from the state benefits received by an employee.

To allow simultaneous payments from both sources would "destroy the intent of the legislature," the Attorney General said.

Maryland is the latest state to pass a law regarding the payment of state unemployment compensation in addition to SUB. That state and Georgia have this year legalized such payments, while Virginia has prohibited them.

Michigan, New York, Massachusetts and Rhode Island have also considered the question this year. In Michigan there is a deadlock, the Senate having passed a provision limiting to \$25 a week the amount of SUB an employee may receive without forfeiting his state benefits, while the House defeated the measure. In New York a similar bill did not get beyond the committee stage. In Massachusetts a measure approving simultaneous payment

of SUB and state benefits was dropped in favour of another which evaded the question. Rhode Island has so far taken no action on a bill which would provide for the financing of SUB for all employees by means of additional state taxes.

In 12 states an administrative ruling has now been given that receipt of SUB does not disqualify a claimant for state benefits.

SUB Payments Begin At Three Auto Firms

Payment of supplementary unemployment benefit began on June 1 for employees of the three principal automobile manufacturing companies in the United States, the Ford Motor Co., General Motors Corporation and the Chrysler Corporation.

Although altogether nearly 600,000 employees come under the plans, of the 159,000 estimated to have been laid off recently, a much smaller number would be drawing benefits because only those laid off after May 2 and still unemployed on June 1 were eligible, and also because employees with less than one year's service do not qualify for payments.

Because the duration of benefit payments is based on a worker's seniority and on the size of the trust fund, most of those who were eligible on June 1 were not entitled to more than three or four weeks' benefit.

Benefit payments to employees of the Studebaker-Packard Corporation do not begin until September, and for workers at American Motors Corporation until September 15, 1957.

Shipping Strike, Lockout Ended after Eight Days

With the help of a federal Government mediator, negotiations after a conciliation board had failed to bring about a settlement resulted in agreement which brought an end to an eight-day stoppage of Great Lakes and St. Lawrence River shipping.

The report of the conciliation board is printed in full in this issue, pages 713 to 715.

The seven-company Association of Lake Carriers and the three unions bargaining for the employees—which for the first time had joined forces in the negotiations—agreed to the terms of a new contract and decided to call off the combined strike and lockout on May 18.

The Seamen's International Union on May 10 declared a strike against two of the companies, the Upper Lakes and

St. Lawrence Transportation Co. and N. M. Paterson and Sons, in support of its demands. A day or two afterwards the other five member-companies of the Association carried out their previously declared intention of treating a strike against one of them as a strike against all, by ordering their ships to port to discharge cargo and lay off crews. By the time the settlement was reached, 117 ships were said to have been tied up—63 by the strike and 54 by the lockout—out of a total of 280 ships owned by the members of the Association.

By the terms of the two-year contract, which took effect from the opening of navigation in 1956, a 16-per-cent wage increase was allowed to the unlicensed personnel represented by the Seafarers' International Union; and a 19-per-cent increase to the licensed personnel, both deck officers and marine engineers, who were represented by the Canadian Merchant Service Guild and the National Association of Marine Engineers respectively.

Amount of Increase

For the seamen the increase amounted to from \$44 to \$69 a month, and for the deck and engineer officers to from \$67 to \$85 a month.

The settlement also provided for improved overtime pay and for the contribution by the employers of 30 cents per man per day to a welfare fund for the licensed personnel.

Almost 5,000 men were affected by the settlement. The Seafarers' International Union had 3,800 members, and the Canadian Merchant Service Guild and the National Association of Marine Engineers 600 and 500 members respectively.

The SIU had originally demanded that deck hands should be paid by the hour at the rate of \$1.55 for a 40-hour week, instead of at the then current rate of \$190 a month with a 40-hour week. Since many Great Lakes ships were operating on a 44-hour or 45-hour week, with extra pay for work after eight hours a day and on Saturdays and Sundays, the cost of this demand per month to the companies would have been greater than the above figures indicate.

Other original demands of the union were for a limitation on the hours of work and increased payment for overtime work.

Companies' Answer

The companies asserted that these three claims alone would have resulted in an increase of about 98 per cent in the

remuneration of the employees represented by the union, in addition to the cost of eight other claims.

The companies' original offer was a monthly increase of \$11 for the current season, and an additional \$8 for 1957. Later in the negotiations the companies offered an increase of \$13 a month for this year, and the union was reported to have reduced its demands by the equivalent of \$40 a month.

Report Young Don't Know How to Seek Employment

A serious lack of knowledge amongst young people about jobs and how to go about getting them is reported by the Jewish Vocational Service in Toronto.

The Service, founded in 1947, aims to give vocational guidance and advice to young people still in school and to adults who need help in obtaining or changing employment. It has also undertaken to operate a workshop, which will be officially opened this month, where those who are handicapped or are recovering from disabilities will be employed at work, undertaken under sub-contract, which is within their capabilities until they are fit for regular employment outside.

The agency has facilities for testing the intelligence, aptitudes and interest of those who are looking for work. The vocational specialists who comprise the staff are also available for consultation. The Service has been certified by the American Personnel and Guidance Association.

Limitations of staff prevent large-scale interviewing but as much as possible is being done, preference being given to the most needy cases. Most of the counselling work, however, is being carried on by means of group discussions conducted in synagogues and Jewish recreational agencies. It has been found better to deal with groups that arise naturally than to attempt to organize special groups. Most of the young people who go to the Service for individual counselling are attracted to it as a result of these group discussions.

The Service has a Placement Advisory Council composed of business, professional and trade union leaders who help clients to get employment, and keep the staff informed of employment openings.

The agency has an excellent library, which includes a wide range of occupational books and pamphlets.

Despite Altered Status, Mine-Mill Retains Rights

The International Union of Mine, Mill and Smelter Workers, Local 637, was recently declared by the Ontario Labour Relations Board to be the successor of the trade union of the same name which signed a collective agreement with the International Nickel Co. of Canada on August 5, 1955.

This decision of the Board is the first given under an amendment to the Labour Relations Act passed by the Legislature this spring. The amendment (contained in Section 44a) was designed to protect the bargaining rights of unions which amalgamate with, or transfer their rights to, other unions.

Unions which merge, however, will not be able to get a blanket declaration from the Board covering all their agreements. They will be obliged to apply in respect of each separate contract they hold. This applies even to separate contracts signed with the same employer.

The Mine-Mill union in Ontario was placed in an awkward position when the Labour Relations Board at the end of last year refused to recognize its existence as an autonomous Canadian body, which the union claimed to be by virtue of a constitutional amendment passed by the parent union in the United States and the approval of a Canadian constitution and election of a Canadian Executive Board at a convention held later in Rossland, B.C. (L.G., December 1955, p. 1388). The Canadian constitution was ratified by a referendum vote taken on November 29, 1955.

The union's embarrassment was increased when at the end of March the Labour Relations Board issued a set of decisions which declared that the international union no longer existed in Canada, and that its bargaining rights were, therefore, wiped out.

This decision meant that the agreements held by the union in Ontario were all invalidated, and that the union would either have to prevail on the employers to recognize it or, if the employers refused to do so, that it would have to get its members to sign all over again, and would then have to apply to the Board for certification as if it were a new union.

The recent amendment to the Labour Relations Act has partially rescued the union from this dilemma. The Board has intimated that although an application must be made by the union in connection with each agreement this will be treated as a routine matter unless either the employer

objects or some of the employees oppose the transfer of bargaining rights.

The ruling about opposition from the employees may give an opportunity for raiding by rival unions. The Mine, Mill and Smelter Workers Union has argued before the Board that, since the principle has been established that its locals have inherited their old bargaining rights, other unions should be disqualified from applying for certification.

Ontario Printing Unions Hold Annual Convention

A resolution calling on both federal and provincial Governments to stop a practice under which it was alleged that election officers receive rebates from printers was passed at the 12th annual conference of the Ontario Federation of Printing Trades Unions held in Windsor last month.

The resolution said that officers responsible for getting voters lists printed are allowed a fee by the printers, based on the number of lines printed. "Such a practice is, in effect, graft, and is known and condoned by the federal and Ontario Governments," the resolution read. The Governments concerned were also called upon to pay returning officers salaries commensurate with their duties.

Other resolutions approved by the conference called on the Ontario Government: to require the union label to be displayed on all its printing; to pass legislation to allow employees in a bargaining unit to appoint their own representatives on bargaining committees; to enforce the time limits of conciliation procedure set out in the Labour Relations Act; to put into effect immediately a provincial health plan, labour being allowed to make representations before any legislation is passed; to amend the Female Employees Fair Remuneration Act of 1951 to prevent discrimination against women wage earners and to allow unions to represent their members in any such complaint; to change the Hours of Work and Vacations with Pay Act to provide for two weeks' vacation after one year's employment; to establish a minimum wage of \$1 an hour for all employed workers in the province.

The conference also called for a review of the question of overtime, and of a recent ruling by the Ontario Labour Relations Board that refusal to do overtime work constitutes an illegal strike. A protest was raised against the "hamstringing" effect of the Ontario Labour Relations Act.

Another resolution asked the federal Government to give pensions to women at 60 years of age. Periodic press releases on

Federation activities were approved, and a resolution was passed supporting continued co-operation between local unions looking towards the union of all printing trades workers under one affiliation.

The Federation will also ask the federal Government to make costs of dental treatment and glasses deductible for income tax purposes, along with medical and hospital expenses.

Members attending the convention criticized the provincial Government for its laxity in carrying out the 48-hour work-week law, saying that some printers who are not organized are being forced to work as much as 70 hours a week.

Bert Groves and Thomas Osborne were re-elected as President and Vice-president respectively; Purdy Churchill, Toronto, was re-elected Secretary-Treasurer.

Printing Pressmen Hold 12th Annual Convention

That the Canadian Labour Congress should confine itself to a political education program and not link itself with any political party was the policy approved by the 100 delegates attending the 12th annual conference of the Canadian Federation of International Printing Pressmen, held in Montreal on May 18, 19 and 20.

The resolution embodying this declaration was sent in by the Toronto Web Pressmen's Union, Local No. 1, whose delegates asserted that they would not be "dictated to by labour any more than by the bosses" as to how or for whom they should vote.

Another resolution was passed requesting the federal Government to levy an import tax on all foreign magazines and periodicals, other than trade and educational publications. This was added by way of amendment to a resolution asking the federal Government to reconsider its "proposed discriminatory tax" on foreign magazines now being printed in Canada.

Claude Jodoin, President of the Canadian Labour Congress, addressing the closing session of the conference, offered to place the CLC machinery for settling jurisdictional disputes at the disposal of affiliated unions to arbitrate encroachments and to help the unions to "settle differences among themselves".

Purdy Churchill, Toronto, was elected President in succession to John Steele, also of Toronto, who became Secretary-Treasurer, replacing Donald A. Poitras, Toronto. Les MacDonald, Toronto, was elected Vice-president, and Leo Poissant, Montreal, a director.

Butchers, Packinghouse Workers Delay Merger

Cancellation of a joint convention to effect a merger between the United Packinghouse Workers Union and the Amalgamated Meat Cutters and Butcher Workmen was announced last month. The convention was to have been held in Cincinnati on June 11, but failure of the two unions to reach agreement on certain issues led to the cancellation.

It is expected that the differences will be settled in time to allow a convention to be held in the fall, probably in Chicago.

The main points at issue are a demand by the Meat Cutters union for more members on the executive board, and the insistence by Patrick J. Gorman, Secretary-Treasurer of the same union, that elected officials and all others on the union payroll shall sign non-Communist affidavits.

Amalgamation of the two unions, one formerly belonging to the CIO and the other to the AFL, would create a 450,000-member union in the meat processing field.

House Building Last Year Tops All Earlier Records

Residential construction in Canada topped all previous records in 1955. New high marks were established for the number of units completed, the number started and the number in various stages of construction at year's end.

The number of new dwelling units completed in 1955 increased 25 per cent to 127,552 from 101,965 in the year before. The number started rose 22 per cent to 138,276 from 113,527.

Units still under construction at the close of the year increased 16 per cent to 79,716 from 68,641.

In the United States, too, it was a record-breaking housing year. Construction of single-family houses broke all previous records and accounted for 90 per cent of the total dwelling units started.

Final reports for 1955 show a total of 1,328,900 units started, second only to the record 1,396,000 units in 1950 and 9 per cent more than in 1954.

1st Quarter Immigration Rises

During the first quarter this year, 18,963 immigrants arrived in Canada, a rise over last year's 17,627 during the same period. The largest number came from the United Kingdom; they totalled 4,675, a rise from 4,094.

France, Holland Plan Pension Increases

Increases in pensions for persons over 65 years of age are being planned in two European countries, France and The Netherlands.

In France the Government recently proposed a plan under which old people whose income does not exceed 180,000 francs a year (\$514) will be eligible for a yearly grant of 31,000 francs (\$88.50) from a "National Solidarity Fund". In theory, claimants would be subject to a means test, but it was said that in practice in many cases it would be impossible to apply such a test effectively.

It was estimated that pensions would be increased for 4,000,000 persons. The plan will cost the equivalent of \$342,000,000 a year, and will entail the levy of new or increased taxes totalling the equivalent of \$285,000,000.

The Dutch plan, which, it is reported, Parliament is almost certain to approve, would replace the 1947 Emergency Old Age Act. Almost twice as many persons would become eligible for pensions and total benefits would be more than doubled under the new law.

It is expected that about 712,000 old people will receive pensions totalling 722,000,000 guilders (about \$190,000,000) a year, compared with 369,000 recipients of 279,000,000 guilders under the emergency law.

The basic pension for an unmarried person would be 67 guilders (about \$17.60) a month, and for married couples 115.5 guilders (about \$29.30). The average monthly pay of skilled labour, foremen and office clerks in The Netherlands varies from 280 to 340 guilders (\$73.40 to \$89).

Old Age Assistance Recipients Decrease

The number of persons receiving old age assistance in Canada decreased from 93,380 at December 31, 1955, to 93,023 at March 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$5,193,018.30 for the quarter ended March 31, 1956, compared with \$5,230,225.55 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$83,481,540.66.

Federal expenditure for the fiscal year 1955-56 amounted to \$20,918,186.11, an increase of \$49,060.02 over the expenditure of \$20,869,126.09 in 1954-55.

At March 31, 1956, the average monthly assistance in the provinces paying a

maximum of \$40 a month ranged from \$33.73 to \$37.84, except for one province where the average was \$27.69. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.42.

Rise in Number Receiving Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,183 at December 31, 1955, to 8,230 at March 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$739,641.81 for the quarter ended March 31, 1956, compared with \$739,604.83 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$12,425,446.59.

Federal expenditure for the fiscal year 1955-56 amounted to \$2,918,494.13, an increase of \$32,309.98 over the expenditure of \$2,886,184.15 in 1954-55.

At March 31, 1956, the average monthly allowance in the provinces ranged from \$37.52 to \$39.65. In all provinces the maximum allowance paid was \$40 a month.

Allowances to Disabled Paid to More Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 23,766 at December 31, 1955, to 26,027 at March 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$1,609,660.64 for the quarter ended March 31, 1956, compared with \$1,597,173.07 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$6,084,445.49.

At March 31, 1956, the average monthly allowance in the provinces ranged from \$32.84 to \$39.24. In all provinces the maximum allowance paid was \$40 a month.

The 85th annual meeting of the Canadian Manufacturers' Association was held in Toronto June 6 to 8.

Speakers included Canada's Governor-General, Rt. Hon. Vincent Massey; the Minister of Labour, Hon. Milton F. Gregg; and Thomas E. Dewey, former Governor of New York.

Theme of the meeting was "Leadership Today for Canada's Tomorrow".

A detailed report of the meeting will appear in the July issue.

Women at Work Subject Of Panel Discussion

"Women Go to Work at Any Age" was the subject of a panel discussion held May 8 under the auspices of the three Soroptimist Clubs of the Toronto metropolitan area.

For the past five years, the five women's service organizations of Toronto, the Soroptimist, Altrusa, Pilot, Quota and Zonta Clubs, have come together annually for a dinner meeting. This year such a plan proved impracticable, and the Soroptimist Clubs therefore decided to sponsor this meeting and invite members of the other service clubs.

Miss Gladys E. Neale, President of the Soroptimist International of Toronto, who presided at the dinner, explained that the subject of the panel had been suggested by the Altrusa Club, whose international affiliate recently published under this title a pamphlet on the employment of older women.

Members of the panel, introduced by Mrs. J. F. Hammett, President of the Altrusa Club of Toronto, were: Mrs. Kay Kenny, National Personnel Director of the Mutual Benefit Health and Accident Association; Miss Margaret McIrvine, Co-ordinator of Women's Employment, Ontario Region, Unemployment Insurance Commission; Dr. Margery King, Canadian Mental Health Association; and Miss Helen Monkhouse, medical-social worker, Sunnybrook DVA Hospital.

Miss Marion Royce, Director of the Department's Women's Bureau, was moderator.

The texts of the speeches, with a more complete report of the meeting, will be published in the July issue.

Job Pattern Surveyed Of U.S. Women Grads

Preliminary findings of a survey which shows the job pattern of women graduates, the relationship of their occupations to their fields of study, and the salaries they have received in the first year of their working life, have been released by the United States Department of Labor and the Women's Section of the National Vocational Guidance Association.

Information for the survey was collected from 3,000 women graduates of 108 colleges and universities in all sections of the United States. Statistically, the sampling is representative of all women who

received baccalaureate degrees from women's colleges or co-educational institutions in June 1955.

Facts brought out in the survey reveal that the June 1955 graduates are employed in a variety of jobs, ranging from actress to zoologist in the alphabet of occupational classification. Teaching, as has been traditional, attracted a great many young women, six in every ten of those employed at the time of the survey. Other professional activities in which the graduates found work—two in every ten—included among others nursing, social science, reporting, and biological testing. Accounting for the remainder were secretarial or clerical work, and jobs in retail trade, service, and finance industries.

Working Women in U.S. Increase 45% in 15 Years

While the total United States labour force increased about 25 per cent between 1940 and 1955, the number of working women increased about 45 per cent during this period, according to Ewan Clague, Commissioner of Labor Statistics, U.S. Department of Labor.

This was largely due to the sharp increase in the proportion of married women who worked, he said. The tendency in this direction was greatly accelerated by the labour shortages during the Second World War. The continued high demand for workers in the post-war period provided opportunities for increasing employment of women.

Mr. Clague said that it was expected that the female labour force would show somewhat greater relative gain in the next 10 years than would the male labour force. Most of the increase in the number of women workers had occurred in ages more than 35 years, when many women no longer had responsibility for care of their young children.

Business Women to Hold International Congress

The first International Congress of Business and Professional Women to be held in Canada will meet in Montreal next month.

Chairmanship at the Congress will be shared by Isabel Menzies of Montreal and Mrs. Margaret Campbell of Vancouver.

During the same period the Canadian convention will be held, with Florence Richards acting as Chairman.

Payment-by-Results Plans Cover 2¼ Million in U.K.

The number of workers in all industries in the United Kingdom who were being paid by results at the end of October 1955 was more than 2,250,000, according to the British *Ministry of Labour Gazette* for April. This was nearly 34 per cent of the total at work at the time of the enquiry in the 65,100 establishments covered.

Payment by results was stated to mean piecework arrangements, output bonus schemes and any other schemes in which payment varied according to the output of individuals, groups or departments. It did not include such schemes as good time-keeping bonuses, merit payments, profit sharing and co-partnership, which were not directly related to output.

The proportions of workers being paid by results in all industries covered, and

also in manufacturing industries alone, were found to differ little from those reported in October 1951 and October 1953. Compared with October 1938, there was a marked increase for "all workers" on account of the higher proportions reported for men and girls. For youths and boys there was only a small increase, while for women there was a decrease.

The proportions of wage-earners on systems of payment by results varied widely in the different industries. In nearly all industry groups, however, the percentage of workers so employed in October 1955 was within two points of the corresponding figure for October 1953. At both dates the proportions were 32 per cent for all industries combined, and 40 per cent for manufacturing industries alone. The proportion of women so employed in all industries combined was decidedly higher than the proportion of men.

Proceedings of Parliament of Labour Interest

Railways and Non-Operating Unions

April 30

Mrs. Ellen L. Fairclough (Hamilton West) asked if it was correct that the railway companies had refused to accept the recommendations of the conciliation board. The Minister of Labour replied that a letter written on behalf of the railway companies had come to his desk that morning. As it was rather a long letter, the Minister stated, he could not do better than to paraphrase the last paragraph of the report:

However, the acceptance of the unions of the majority report based on a contract term in excess of one year creates a new situation in which the railways are prepared to do everything possible consistent with their responsibility to the public to reach an equitable settlement of this dispute. They will be glad therefore to meet the unions for negotiation looking to the development of such a satisfactory basis of settlement.

May 2

The Prime Minister, asked by Mrs. Fairclough what steps are being taken by the Government to avert a railway strike, said the last step was a communication addressed by the Minister of Labour to the railways and to representatives of the employees asking them to meet on the morning of May 8 to discuss settlement.

May 8

Stanley Knowles (Winnipeg North Centre) asked, in view of the compulsion imposed upon railway workers in 1950, what was the attitude of the Government towards the railway companies in the light of their refusal to go along with the conciliation board report, and whether responsibility did not now rest with the Government itself.

The Prime Minister replied that responsibility did not rest with the Government, legally or technically, but that the Government did feel that Parliament has a responsibility to the Canadian people in respect of the operation of transportation service.

Asked by Mr. Knowles if he would look into the desirability of impressing upon the railways the importance of accepting the report, Mr. St. Laurent said no decision had been reached on that point but that the problem had been receiving earnest consideration by the Government and it was still hoped there would be no interruption in transportation services.

May 10

The Minister of Labour announced he had received a joint message from the railways and unions stating that, although the meeting had made no progress towards a settlement of the dispute, the railways

and the 15 non-operating unions, "having in mind their responsibility for maintaining uninterrupted railway service to the Canadian public, have arranged for a further meeting tomorrow for the purpose of entering into an agreement implementing the terms of conciliation, notwithstanding that both parties disagree with some of the principles underlying that report".

Farm Labour

May 2

The Minister of Labour, replying to an inquiry by L. E. Cardiff (Huron) as to whether the Government was doing anything to relieve the farm labour shortage, said activities were being carried out by the Department of Citizenship and Immigration, in conjunction with his Department, based on the needs as expressed at the last Farm Labour Conference. The conference, he said, was attended by representatives of provincial departments of agriculture.

Great Lakes Seamen

May 8

At the request of G. D. Weaver (Churchill), the Minister of Labour made a statement concerning the impending seamen's strike on the Great Lakes.

A further statement was made by the Minister in answer to an inquiry by George H. Hees (Broadview), in which he announced the appointment of H. Carl Goldenberg, QC, of Montreal, as an industrial inquiry commission, under Section 56 of the Industrial Relations and Disputes Investigation Act, to act as mediator.

May 18

The Minister of Labour made a statement regarding settlement of the strike.

Health Insurance

May 10

Asked by J. E. Brown (Brantford) if he could state whether any province in addition to British Columbia and Saskatchewan have indicated they will accept the federal Government's recent offer to provide financial support and technical assistance for a hospital care insurance program, the Minister of National Health and Welfare replied that Alberta had officially accepted.

Annual Holidays with Pay

May 11

Stanley Knowles (Winnipeg North Centre) moved the second reading of the bill to provide for annual holidays with pay for employees.

The bill proposes that all workers in Canada who come under federal labour jurisdiction be given two weeks' holidays per year with pay after one year of employment.

On motion of the Minister of Labour, the debate was adjourned.

Disabled Persons Act

May 15

Replying to an inquiry by F. S. Zaplitny (Dauphin), the Minister of National Health and Welfare stated the Government is now awaiting the reactions of the various provinces to the discussions on the disability allowance program which took place at the federal-provincial conference. It was not expected that any final decision would be made before September, he said.

Unemployment Insurance Act

May 16

Provision for persons denied benefit—The Minister of Labour announced that pending the outcome of the study being made by the Unemployment Insurance Commission, in order to forestall unintended consequences under Section 45(2) that would otherwise affect insured workers next fall or winter, he would recommend before the session ends a corrective amendment to the Act in that connection.

Such an amendment, the Minister said, would apply only to a person who had a seasonal benefit claim and who, within 104 weeks after the beginning of that claim, again becomes unemployed and files a second claim, this time for regular benefit, and who may fail to qualify because he may not have made 30 contributions in the preceding 52 weeks.

Application to fishermen—The Minister hoped to be able to make a statement "before many weeks".

Housing

May 16

Bill to amend the National Housing Act to provide for contributions to municipalities, home loans and housing research, read a third time and passed.

Canada Elections Act

May 18

Second reading of bill to amend the Canada Elections Act to provide in the case of a by-election during the period when daylight saving time is not in effect, that the polls shall remain open until 7 p.m. Debate adjourned.

First Constitutional Convention of the Canadian Labour Congress

Trades and Labour Congress of Canada and Canadian Congress of Labour merge into one central organization with more than million members at largest labour convention ever held in Canada. Prime Minister heads list of prominent guest speakers. Claude Jodoin is first President

The Canadian Labour Congress, product of the merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, was established at a founding convention in Toronto, April 23-27.

Fusion of the 83-year-old TLC and the 15-year-old CCL brings more than a million trade unionists into one central organization.

The convention was the largest Canadian labour gathering ever; 1,619 delegates representing 1,380 organizations met in the Coliseum in the Canadian National Exhibition park. For the first time since the Rt. Hon. William Lyon Mackenzie King addressed the 41st TLC convention in 1925, a Canadian Prime Minister was one of the guest speakers at a labour convention.

The new Congress elected as its first President the 41-year-old former head of the TLC, Claude Jodoin, who faced no opposition. Also elected by acclamation were Executive Vice-President Gordon Cushing, formerly Secretary-Treasurer of the TLC, and Secretary-Treasurer Donald MacDonald, who had held the same post in the CCL.

Of the 13 Vice-presidents elected, seven were nominated by the TLC and six by the CCL. For the first time, one of the vice-presidential seats went to a woman, Miss Hugette Plamondon of Montreal, an organizer for the United Packinghouse Workers.

Strenuous opposition to some provisions of the proposed constitution was expected—resolutions recommending amendments numbered 121—but the flood of objections was tamed when A. R. Mosher, first and only President of the CCL, threatened to walk out of the convention if the delegates attempted to alter the terms on which they had previously agreed to unite.

The constitution as adopted sets up a national congress with an Executive Committee (the three principal officers), an Executive Council (the three principal officers plus the 13 Vice-president), and a General Board (the Council plus one principal Canadian officer of each affiliated organization). The biennial convention is

the "supreme governing body" of the Congress.

The constitution, containing 18 articles with 121 sections, permits Communists to be accredited as delegates but bars Communist-controlled organizations from affiliation. It guarantees the existing jurisdictions and established bargaining relationships of all affiliates and creates a procedure for settling jurisdictional disputes.

Provincial federations and local councils are given two years to effect mergers.

The convention adopted a 29-point platform of principles, a statement of economic policy suggesting 12 measures to achieve full employment, and two resolutions setting out the political education policies that will guide the new Congress. In all, 458 resolutions had been submitted for the convention.

The executive was empowered to negotiate the terms of affiliation of the Canadian and Catholic Confederation of Labour, the One Big Union and the Canadian membership of the United Mine Workers. In addition, invitations to join the Congress were issued to the railway brotherhoods and, if they change their leadership, the Communist-dominated unions.

Hon. Milton F. Gregg, Minister of Labour, and George Meany, AFL-CIO President, were among the many prominent guest speakers at the convention.

Five provincial Ministers of Labour and a representative of a sixth were on the platform to witness the opening of the convention. The ceremonies were conducted jointly by William Jenoves, as President of the Toronto District Trades and Labour Council (TLC), and Dave Archer, President of the Toronto and Lakeshore Labour Council (CCL).

After an invocation by Bishop Francis Marrocco, Auxiliary Bishop of Toronto, who was representing James Cardinal McGuigan, Archbishop of Toronto,* a

*On succeeding days, the devotions were conducted by the Rt. Rev. F. H. Wilkinson, Anglican Bishop of Toronto; the Rev. James M. Finlay, President, Toronto Conference, the United Church of Canada; and Rabbi Abraham L. Feinberg of Holy Blossom Temple, Toronto.

welcome to the province by Ontario Premier Leslie Frost, and greetings from Toronto's Mayor Nathan Phillips, the gavel was turned over to the Presidents of the two congresses that were amalgamating.

The five provincial Ministers attending were: the Hon. Charles Daley, Ontario; the Hon. Lyle Wicks, British Columbia; the Hon. Raymond Reiersen, Alberta; the Hon. C. C. Williams, Saskatchewan; and the Hon. Charles Ballam, Newfoundland. Cyprien Miron, Director of Quebec's Conciliation and Arbitration Services, represented that province's Minister of Labour.

The Congress Constitution

On the convention's first afternoon, after the opening ceremonies were concluded, the fraternal delegates introduced and the convention committees named, the proposed constitution of the Canadian Labour Congress, drafted by the TLC-CCL Unity Committee, was placed before the delegates.

The draft constitution contained 18 articles with a total of 122 sections. Affiliated unions had submitted 121 resolutions proposing amendments, 37 of them recommending the holding of annual conventions rather than the biennial meetings stipulated in the draft constitution, and 34 wanting a change of the basis of representation at conventions.

In an "Opening Statement of the Unity Committee," read by CCL Secretary-Treasurer Donald MacDonald, the delegates were told that those sections of the draft constitution that reflected the provisions of the merger agreement adopted by both the TLC and the CCL at their 1955 conventions—23 in number—could not be amended or debated.

About two score speakers, mainly from British Columbia and almost unanimously in opposition to the statement, rose to protest. Sample comments: "We should have the right to discuss anything that is presented to the convention; it should be left to the delegates." "It was rumoured before we came here that everything would be cut and dried."

Two CCL members of the Unity Committee then entered the debate. Donald MacDonald explained that the Committee took the view that the convention was convened on the basis of the merger agreement and that "no other body had the right to change a decision of either the TLC or CCL.

"It would be a breach of faith," he continued. "If it were allowed to change one provision it would open the way to changing the whole merger agreement."

C. H. Millard, Canadian Director of the United Steelworkers and a CCL Vice-president, pointed out that the convention, meeting by authority of last year's TLC



—Marcel Ray

Claude Jodoin and A. R. Mosher jointly grasp the gavel to open the convention

Preamble to CLC Constitution

Dedicated to the proposition that Canadian workers as free citizens are entitled to secure and protect their mutual welfare and that of their families by all legitimate means, this autonomous Canadian Labour centre is brought into being.

Inherent in this proposition is the attainment of its economic, social and legislative objectives through the organization of Canadian workers in free trade unions, the promotion and advancement of their interests in all fields of common endeavour by the utilization of their collective strength, abilities and resources.

Founded to contribute to the realization of the legitimate aspirations of those who toil for a living, this organization will not deviate from the pursuit of the cause of peace, freedom and security for all peoples.

It will at all times hold true to the high levels and principles of social justice on which the Labour Movement was founded.

Unalterably opposed to corruption and totalitarian ideologies in all forms, it will utilize every resource at its command to combat these evils wherever they may be found. It will seek to eliminate tyranny, oppression, exploitation, hunger and fear, as well as discrimination on the basis of race, colour, creed or national origin.

With a keen appreciation of the tremendous responsibilities which it has assumed, this organization accepts the challenge of the future to foster and defend the principles of democracy in the economic, social and political life of the nation.

and CCL conventions, was not yet a constitutional body and that the only thing the Unity Committee believed it could do was abide by the terms of the merger agreement "until we become constitutional".

The next three delegates to speak added more words of protest but the fourth, Peter McSheffrey of the Manitoba Provincial Federation of Labour (TLC), appealed to the delegates to be fair to the officers and give them time "to work out the plans and do the work".

At this point A. R. Mosher came to the microphone to stem the rising tide of opposition to the Committee's recommendation.

"I am surprised and discouraged that, after both the TLC and CCL agreed to the terms of merger, delegates would come here and try to disregard the terms to which they had agreed," he declared. "It's like agreeing to a collective agreement and then finding that management was breaking the agreement.

"Had it been proposed that no matter what was agreed to, this convention could

destroy that agreement, I would never have continued on the Unity Committee.

"And I do not intend to sit in on a convention that would change the terms of the agreement that you previously agreed upon," he shouted.

A motion by a B.C. delegate to refer the statement back to the Committee for further consideration was defeated and the Committee's statement subsequently approved overwhelmingly.

During the clause-by-clause approval of the draft constitution, the Committee introduced six amendments, some of which it said emanated from the resolutions submitted to the convention. All were adopted.

One amendment deleted the pledge of allegiance to the Crown from the oath taken by candidates for election. It was approved without comment.

(The next day, after a Toronto newspaper reported that the pledge had been deleted to ease the entry into the Congress of the CCCL and to obviate difficulties for United States citizens who hold office in Canadian unions, an explanation was offered by W. J. Smith, President of the Canadian Brotherhood of Railway Employees.

(The pledge was deleted, he said, because it was considered in principle to be wrong because it contained an implication that the Congress would elect officers who were disloyal, whereas "the loyalty of responsible labour groups was well established".)

The clause in the constitution that would have barred from sitting as a delegate to a convention "any person espousing communism, fascism, or totalitarianism" was denounced by many delegates. The tenor of their remarks was that the Congress could not dictate to a local the choice of its delegate.

William Sefton, Steelworkers delegate from Toronto, suggested that such persons be seated and "when the report of their gymnastics gets back to the local, maybe that local won't elect them again".

The clause was then referred back to the Committee and, on the convention's final day, Mr. MacDonald moved that the clause be deleted; the delegates adopted the recommendation.

A flurry of discussion arose over the clause designed to prevent plumping multi-candidate elections; a motion to refer back was made and defeated.

Some exception was taken to a section that would have put the appointment, compensation and direction of organizers and representatives in the hands of the President alone. Some delegates suggested that hiring and rates of pay of organizers

should be made the responsibility of the Executive Council. Referred back to the Committee for further consideration, the section was amended, on the final day, to provide that the President shall appoint the organizers and representatives "after consultation with the Executive Committee". TLC Secretary-Treasurer Gordon Cushing explained that the organizers meet once a year, usually at convention time, with Congress officers to discuss salaries, "just as we negotiate with employers".

A long argument was caused by the clause setting the President's salary at \$14,000 a year, plus expenses. Some delegates declared that sum was not enough, pointing out that "for small salaries you get small men" and that "if we want a man who can negotiate on a par with big businessmen, we must pay him on a par". Opponents expressed alarm at the "dangerous trend" to match labour officials' salaries with those of management and predicted that the \$14,000 salary would in a few years rise to \$30,000. An overwhelming majority, however, approved the section without change.

The constitution provides for three executive officers, President, Executive Vice-president and Secretary-Treasurer, and 13 Vice-presidents elected on a regional basis, two from British Columbia, the Prairie Provinces and the Atlantic Provinces, three from Quebec and four from Ontario. These officers comprise the Executive Council, "the governing body of the Congress between conventions," which is to meet at least three times a year.

The three executive officers comprise the Executive Committee.

To function in a consultative and advisory capacity, a General Board is created by the Constitution; it comprises the Executive Council plus one principal Canadian officer or representative of each affiliated organization. It is to meet at least once in the years between conventions.

Existing jurisdictions are retained and established bargaining relationships are to be respected. Complaints of violations of an affiliate's jurisdiction by another affiliate are to be referred to the President, who will attempt to settle the dispute by voluntary agreement between the two warring parties. If he fails, the matter will be turned over to the Executive Council and, if its decision is ignored, to the next convention for "appropriate" action.

TLC and CCL provincial federations and local councils are given two years to effect mergers.

Communist-dominated unions are barred from membership in the Congress, although Communists named as delegates by

OBITUARY

The 83-year-old Trades and Labour Congress of Canada passed away on Saturday, April 21. It was voted out of existence by close to 600 delegates to a special convention—the TLC's 71st—that had to be called to dispose of the organization's assets.

Born in 1873, at the time of its passing the TLC represented 640,000 Canadian workers. Bequeathed to the new Canadian Labour Congress was an estate valued at \$253,442.98.

member-unions are permitted to attend conventions as the result of the deletion, described earlier, of a clause that would have refused their admittance.

Per capita tax established by the constitution is 7 cents per member per month from each national or international union, 75 cents per member per month from directly-chartered unions, \$25 annually from provincial federations and 2 cents per delegate per month from local labour councils.

Five cents of the per capita tax paid on members of directly-chartered unions is to be set aside in a defence fund administered by the Executive Committee.

Claude Jodoin

Soon after the Canadian Labour Congress became a legal entity with the adoption of its constitution, President Claude Jodoin made his initial presidential address. In it he extended a welcome to other "legitimate" trade unions to join the CLC, outlined the major objectives of the new organization, hinted at a stepped-up organizing campaign and declared that the Congress would not abuse its power.

The CLC recognizes that there are "certain other labour organizations that we believe to be quite legitimate," he said, and "we look forward to the day when they will join us".

The major objectives of the Congress enumerated by Mr. Jodoin were:—

1. Attainment of a comprehensive program of health care.
2. Elimination of weaknesses in present social legislation.
3. Establishment of a national industrial pension plan to which all employers and their employees would contribute.
4. Attainment of a national labour code.
5. Gaining of full employment.
6. Avoidance of any unfortunate results from the introduction of automation.

7. More general support of the Colombo Plans and United Nations assistance schemes.

He also reiterated the CLC's opposition to compulsory arbitration and promised full support to affiliates in their collective bargaining programs and to the International Confederation of Free Trade Unions in its efforts to spread union organization to underdeveloped countries.

Concerning the health program sought by the Congress, Mr. Jodoin admitted that it was an ambitious program that would be costly. But, he pointed out, "there must be co-operation between federal and provincial governments. Care must be taken, however, to see that this divided jurisdiction is not made an unnecessary excuse for further delays."

On social legislation, the CLC President said unemployment insurance, workmen's compensation, old age pensions and family allowances, among others, were "steps in the right direction". But in many respects they "fall short of the need," he stated.

A serious weakness in the pension plans that have come into being through collective bargaining is that "workers cannot be expected to always remain in the employment of a single company, and when they change their employment they usually lose their pension benefits," Mr. Jodoin said. The answer, he said, is a national industrial pension plan.

A national labour code would bring about a greater measure of uniformity across the country, he asserted.

"Full employment must always be a prime objective of our movement," Mr. Jodoin continued. He derided the use of the phrase "normal unemployment".

On automation he said:

We feel confident that automation can make a very great contribution towards an increased standard of living, but it can also bring suffering and disaster to some individuals. Our organization must remain alert to this danger and be prepared to work co-operatively with management and government to avert any unfortunate results that might develop.

The Congress cannot concern itself only with affairs within Canada's boundaries, the President told the convention. "We of the democratic world have a responsibility to share our plenty with those who now live under less fortunate conditions, under conditions all too often of near-starvation," he declared.

The CLC will use "every effort in our command" to prevent anyone being deprived of the right to strike, he promised.

The Congress can accomplish its "ambitious" program, Mr. Jodoin told the

delegates, by keeping the organization strong, by extending "the benefit of organization to the many hundreds of thousands of Canadian workers" not now organized, and by intensifying the CLC educational program "so that our members will become still better union members and better citizens".

In response to comments on the size and significance of the new Congress, its first President said:

We are well aware of our responsibilities and there will be no abuse of the power which comes from the welding together of more than a million men and women. We recognize that our first responsibility is to our membership and, in that respect, the needs and desires of the union people of Canada are no different to those of other workers. We hope to use our position for the benefit of all.

Concluding his remarks, the President said: "We believe in democracy and democratic institutions. It is our firm resolve to do everything possible to make our democracy work for Canada. We are going forward in the hope that everything we do, everything we advocate, and every gain we make will help to develop a better Canada, a greater participation of all Canadians in the economic, social and political affairs of Canada, and eventually create in this country of ours the finest conditions in which people can work and live."

Rt. Hon. Louis S. St. Laurent

"It is a good thing for Canada that organized labour should be united in a congress such as this," Prime Minister St. Laurent told the convention. He thought it "desirable that organization should spread among more of the workers of Canada".

This was the first time a Prime Minister had addressed a national labour convention since Sir Wilfrid Laurier spoke at the 16th convention of the TLC in Ottawa in 1900.

Noting that workers "have always been able to make your several voices heard" and that on public issues they were not often out of harmony, the Prime Minister listed several reasons why one federation should be a good thing for the members as well as for the nation.

"In the first place," he pointed out, "you should be better able to settle your own problems among yourselves and to avoid any waste of time or energy over jurisdictional disputes. Secondly, I think that the more broadly you are based, the more



—Marcel Ray

Prime Minister Louis S. St. Laurent welcomed to the platform by the co-chairmen

your members of different avocations will take into account each other's problems and interests, and consequently the greater sense of social interdependence there should be in what your constituent unions will seek to do."

Mr. St. Laurent warned that "a big union, in an important sector of the economy, has tremendous power at its command" and urged that in using this power it should consider "the consequences of its actions upon the many others whom they will affect".

"You look to bigness, I am sure, to bring solidarity," he said. "Let us also look to it to bring harmony and stability."

In labour's search for unity within diversity, the Prime Minister saw a parallel with the growth of the Canadian nation; but he also emphasized that while bigness in our society seems, on balance, to have brought results, there is, however, "the need to take the range of its power into account".

Mr. St. Laurent devoted a large portion of his address to a review of the progress made in recent years in the pursuit of two objectives: the creation of a maximum of social security and of economic stability.

He described succinctly the various social measures, such as unemployment insurance, family allowances, veterans program and old age pensions, introduced in recent years.

There remains one further major installment of social security now in process, he said: health insurance.

"We consider that the introduction of such a program, however, represents such a difficult, important and expensive step in social policy," explained the Prime Minister, "that the federal Government should undertake to recommend to Parliament that it assist provinces financially and with technical services if a majority of the provincial governments, representing a majority of the Canadian people, decide to go ahead with them."

While referring to social measures, the Prime Minister reminded the delegates that the present program costs money and that this money has to be obtained through taxes. He pointed out that the present federal services now require nearly one-quarter of all federal tax revenues.

"As long as our defence expenditures have to be continued at their present high level, it may be that we will have to rely on higher yields from present tax rates rather than on any increase in those rates to secure additional revenues for social security services," he suggested.

Turning to the goal of economic stability, Mr. St. Laurent assured the convention that "all our economic policies are aimed at maintaining our prosperity, developing our resources and our markets, maintaining employment and incomes, and

doing what is possible to promote the improvement of our productivity and the real value of our earnings”.

He added that Canadians do not have and do not want the kind of society in which the government controls the economic system.

“We do not order workers or investors to do this or not to do that,” he said. “Our economic stability and our prosperity depend primarily upon the decisions of workers, farmers, managers, investors—all the multitude of people who take an active part in our economy.”

In closing, the Prime Minister assured the convention that if there is an adverse change of pace in the economy, “the Government will act as it has acted in the past and will promote such joint co-operative action as the circumstances may require”.

Mr. St. Laurent was introduced by A. R. Mosher, President of the CCL, and thanked by Claude Jodoin, President of the TLC.

Hon. Milton F. Gregg

The establishment of a national health insurance plan has been hampered by economic and constitutional difficulties, said the Hon. Milton F. Gregg, Minister of Labour, in his address to the convention. But he was convinced, he went on, that “our increasing national productivity has brought us to the stage where we can make substantial progress” in the matter.

The Minister referred to recent changes in the Unemployment Insurance Act, and to measures taken to remedy in part “unintentional defects in the amendments. Further rectifications may yet be necessary,” he added.

In spite of shortcomings, and not infrequent failure of the bargaining parties to see each other's point of view, “there can be no doubt that collective bargaining has become a vital bulwark of our democratic life. Because I believe that it should help to preserve and strengthen that bulwark I welcome the amalgamation of your two great congresses,” said Mr. Gregg.

He expressed pleasure at the general response throughout the country to the appeal for efforts to increase employment during the winter months.

“We are in the midst of an important period of development in our economy. You have shown your desire to work towards a better life for the whole Canadian people, and to join with and help your fellow workers in other parts of the free world. I know that effort will be continued after amalgamation,” the Minister said.

Fraternal Delegates

George Meany

“Let there be no misunderstanding; this organization is a free independent trade union centre for Canada,” said President George Meany of the AFL-CIO, that body's fraternal delegate to the convention. In order, he said, to prevent any possible chance of misunderstanding, he announced two decisions of the AFL-CIO Executive Council that lent support to that declaration.

In a mail vote, the Council had voted unanimously, he reported, to (1) request AFL-CIO federal unions in Canada to affiliate with the Canadian Labour Congress or surrender their AFL-CIO charters and take out CLC charters, and (2) terminate AFL-CIO organization activities in Canada and allot its organizers to their proper international unions or allow them to be assimilated in the CLC.

(Federal unions in Canada chartered directly by the AFL-CIO number 57, with a membership of about 6,000.)

Mr. Meany said the decision was taken in response to a request from “your officers”.

“A national trade union centre has an important job: it must be the voice of labour, expressing the ideals and aspirations of all those who work for wages and their voice on all questions affecting the general welfare of the worker,” he said.

One part of a national labour organization's job mentioned by the AFL-CIO President was to “see that the wage-earner gets a fair share. The economic system that prevails in Canada and the United States depends on all segments of the population getting a fair share of the wealth produced,” he declared.

Mr. Meany said the ability to produce in great quantity does not guarantee a stable economy, citing as an example the Depression, when “without question the ability to produce was at its highest up to that time”. The ability to produce means nothing without the power to consume, he went on, and that power comes “from the pay envelope of the worker”.

When the workers' living standards rise, he said, they rise for the whole community and part of a national trade union centre's task was “to keep up the advance”.

Pointing to the comments in the United States at the time of the AFL-CIO merger that its purpose was to create a power bloc to run the country, an allegation he denied, Mr. Meany told the delegates that with unity they must assume greater responsibilities as citizens. The greater power



—Marcel Ray

Proof that his suit carries a union label is offered by the Hon. Milton F. Gregg, Minister of Labour, to Jacob Clayman (left), Director of Organization, and Sol Spivak, Canadian representative, of the Amalgamated Clothing Workers of America. At the right is ACWA Business Agent Harry Rose, who manned the union's exhibit.

arising from the merger must not be used for the advantage of any particular person or group, he warned.

"There cannot be a system under which one segment makes its progress at the expense of another segment of the population. Labour cannot set its sights on a road that means progress at the expense of the rest of the population," he stated.

"No one has a greater stake in the democratic system than the trade union movement," Mr. Meany continued. "Only under free democratic conditions can we improve our conditions."

The AFL-CIO President then launched an attack on dictatorships, singling out the "brutal and reactionary" Communist regime in the Soviet Union. He pointed out that for labour in North America to protect the interests of the wage-earners there must be freedom in every part of the world. "Under a dictatorship there can be no free trade union movement," he reminded the convention.

The AFL-CIO expects to continue its co-operation with Canadian labour in the International Confederation of Free Trade Unions, he said. "We expect to continue the work of bringing the message of free trade unionism to workers in all parts of the world, even to those behind the Iron Curtain," Mr. Meany declared.

"I'm sure the Canadian Labour Congress is going to do a real job for the workers," he concluded. "Canada is moving forward and Canada needs a good, sound, solid trade union movement so that everybody can share in the progress and good things to come."

The AFL-CIO President, who was introduced by Mr. Mosher and thanked by Mr. Jodoin, received a standing ovation both before and after he spoke.

Charles J. Geddes

Charles J. Geddes, CBE, immediate past president of the British Trades Union Congress, and Chairman of the European Regional Committee of the International Confederation of Free Trade Unions, was the fraternal delegate from both groups.

One thing about Canada that particularly intrigued him, Mr. Geddes told the convention, was the difference in treatment accorded government workers in Canada and Britain in the field of collective bargaining.

"In Britain," he said, "where the administration is often called Victorian-minded, civil servants have enjoyed bargaining rights for over 50 years, while in Canada



George Meany
AFL-CIO Fraternal Delegate



Charles J. Geddes
Represents both TUC and ICFTU

—a land that is called young and progressive—the Government has not yet extended collective bargaining privileges to its employees.”

Speaking of the ICFTU, Mr. Geddes said its work “is more important than any other task in the international trade union movement”. He complimented Canadian labour for its contributions to the group, “not only in money, but in ideas. Convictions,” he stressed, “cannot be bought.”

Mr. Geddes felt that Canada’s contribution probably is not surpassed by any national labour organization, when the comparison is based on size.

Mr. Geddes told the convention that large labour organizations had their responsibilities as well as their rights in the lands where they operate, and noted that “workers are more frequently reminded of their responsibilities than of their rights”. He indicated that he felt more should be heard of the rights of workmen, “since they contribute in no small measure to the prosperity of the country”.

Election of Officers

The terms of the TLC-CCL merger agreement (L.G., July 1955, p. 763) specified that initially TLC unions would elect the President, Executive Vice-president and seven of the thirteen Vice-presidents, and CCL unions would elect the Secretary-Treasurer and the remaining six Vice-presidents. Accordingly, on the fourth day of the convention, the TLC delegates met in the morning and the CCL delegates in the afternoon for the holding of elections.

Positions Allotted to TLC

Ballotting was required to fill only three of the positions allotted to the TLC; all other seats were filled by acclamation.

The TLC’s President Emeritus, Percy Bengough, was named an Honorary President of the CLC; Claude Jodoin was elected to be the first President of the new Congress; and the TLC’s Secretary-Treasurer, Gordon Cushing, was chosen to be Executive Vice-president. Also elected by acclamation were James A. Whitebone, Vice-president for the Atlantic Provinces, and George P. Schollie and Roger Provost, Vice-presidents for Quebec. Mr. Provost, a



—Marcel Ray

Executive Council of Canadian Labour Congress Elected at Founding Convention

Seated (left to right): James A. Whitebone and Fred C. Nicoll, Vice-Presidents, Atlantic Provinces; Gordon G. Cushing, Executive Vice-President; President Claude Jodoin; Donald MacDonald, Secretary-Treasurer; Honorary President A. R. Mosher; and Joe Morris and A. M. Morrison, Vice-Presidents, British Columbia. Standing (left to right): George Schollie, Roger Provost and Huguette Plamondon, Vice-Presidents, Quebec; William Jenoves, Andrew Cooper, George Burt and C. H. Millard, Vice-Presidents, Ontario; and Donovan Swailes and Neil Reimer, Vice-Presidents, Prairie Provinces. Honorary President Percy R. Bengough was unable to attend the convention.

PLATFORM OF PRINCIPLES

The final act of the convention, performed immediately before adjournment at 6:00 p.m. Friday, April 27, was the unanimous adoption of a Platform of Principles. The full text follows:

1. Full employment, at the highest possible standard of living.

2. Amendments to the British North America Act to make possible uniform labour and social legislation throughout Canada.

3. A National Labour Relations Act covering all workers, whether employed by Governments or by private industry, and providing for union security and the checkoff.

4. Abolition of child labour.

5. Equal pay for equal work for men and women.

6. A national legal minimum wage of \$1 an hour.

7. A national Forty Hour Week Act.

8. A national Fair Wage Act providing for union wages and conditions in all Government work and services and on all Government contracts, direct and indirect.

9. A national Vacation and Holiday Act, providing for a minimum of two weeks' vacation with pay and a minimum of eight statutory holidays.

10. Prohibition of injunctions in labour disputes.

11. A comprehensive national social security system, with adequate benefits, covering unemployment insurance, family allowances, old age pensions at 65 for men and 60 for women without means test, industrial pensions, health insurance with sickness cash benefits, mothers' and widows' allowances.

12. A Dominion-provincial public assistance system to cover those not covered by social insurance.

13. Public ownership of public utilities.

14. Nationalization of banking and credit.

15. Maintenance of the Canadian Broadcasting Corporation to control all radio and television and to operate the main stations and all the networks.

16. Adequate representation for Labour on all Government Boards and Commissions dealing with Labour's interests, and Labour representation on the Boards of all public enterprises.

17. Full support for producers' and consumers' co-operatives and credit unions.

18. Taxation based on ability to pay; higher taxes on big incomes, higher exemptions for small incomes, higher corporation taxes and succession duties, abolition of the sales tax.

19. Full support of co-operative, limited dividend and subsidized low-rental housing; low down payments, low interest

rates and long amortization for owned homes; slum clearance.

20. Planned immigration for full employment and a higher standard of living with an Immigration Advisory Committee of representatives of Labour, management, welfare and Government to keep the Immigration Act, regulations, policy and administration under constant review and recommend necessary changes.

21. Conservation and development of natural resources for the benefit of the people, with the fullest possible processing of raw materials in Canada.

22. Maximum international trade, with proper protection for Canadian living standards.

23. National control of air transportation and all forms of long-haul land transportation; reservation of coastal and inter-coastal trade for Canadian vessels, Canadian built; an adequate merchant fleet.

24. Abolition of all non-elected legislative bodies; universal suffrage in national, provincial and municipal elections; representation by population, to end the present under-representation of urban workers; advance polls for those unable to be home on election day; voting facilities for the sick and disabled.

25. Amendment of the British North America Act to add to the Constitution a Bill of Rights prohibiting discrimination on grounds of race, colour or creed, and guaranteeing freedom of worship, freedom of speech, freedom of the press and other means of communication, freedom of assembly, freedom of association and organization, freedom from arbitrary arrest, and other civil liberties.

26. Free compulsory education, with full provincial autonomy, but with national aid for all grades from primary school to university, and a system of national scholarships and bursaries.

27. Full support of the United Nations, the International Labour Organization, the World Health Organization, the Food and Agriculture Organization and similar international bodies, and for the Colombo Plan, U.N. Technical Assistance, a Special United Nations Fund for World Economic Development and similar efforts to raise living standards and preserve and strengthen peace.

28. Full support of the International Confederation of Free Trade Unions and its Regional Organizations.

29. Unrelenting opposition to all forms of totalitarianism.

Vice-president and Canadian Director of the United Textile Workers of America, had not previously held office in a national federation.

Four candidates were nominated for the two vice-presidencies for Ontario: incumbent William Jenoves; Andrew Cooper,

Canadian representative of the United Brotherhood of Carpenters; W. A. Acton, also a member of the Carpenters; and Charles Menefy, of the Malton lodge of the International Association of Machinists. Only one ballot was needed to elect Mr. Jenoves (521 votes) and Mr. Cooper (344).

Votes gained by the two defeated candidates were: Acton, 256; Menefy, 95.

An upset was registered in a two-way contest for the vice-presidency for the Prairie Provinces. Donovan Swailes, President of the Manitoba Provincial Federation of Labour, defeated incumbent Carl Berg, MBE, a TLC Vice-president since 1943, by a vote of 320 to 289.

Three ballots were required to determine the Vice-president for British Columbia. Four candidates were nominated: W. M. Black of the Vancouver Hospital Employees' Federal Union; H. L. Hansen of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers; George Johnston of the Vancouver, New Westminster and District Trades and Labour Council; and A. M. Morrison, International Brotherhood of Electrical Workers.

Results of the first ballot were: Morrison 174, Black 158, Johnston 157 and Hansen 108; of the second ballot: Morrison 223, Black 196 and Johnston 157; final ballot: Morrison 285, Black 260.

The TLC elections were conducted by A. F. MacArthur, President of the Ontario Provincial Federation of Labour.

Positions Allotted to CCL

All but one of the positions allotted to the CCL were filled by acclamation.

The CCL's first and only President, A. R. Mosher, was unanimously named an Honorary President of the CLC.

CCL Secretary-Treasurer Donald MacDonald faced no opposition for the secretary-treasurership of the new Congress. Also elected by acclamation were the Vice-president for British Columbia, Joe Morris, President of B.C. District Council No. 1, International Woodworkers of America; the Vice-president for the Prairie Provinces, Neil Reimer, Canadian Director of the Oil, Chemical and Atomic Workers International Union; the two Vice-presidents for Ontario, George Burt, Canadian Director of the United Auto Workers, and C. H. Millard, Canadian Director of the United Steelworkers; and the Vice-president for Quebec, Miss Huguette Plamondon, President of the Montreal Labour Council.

Two candidates were nominated for the vice-presidency for the Atlantic Provinces: Dan Mackay of the Steelworkers and Fred Nicoll, CBRE representative in the Maritimes. Results of the voting: Nicoll, 603; Mackay, 225.

The CCL elections were conducted by Mr. Mosher.

Economic Policy

"Canadian labour wants full employment at the highest possible standard of living," the CLC declared in a "Statement of Economic Policy" adopted on the convention's last day. The statement was drafted by a committee headed by Roger Provost, newly-elected Vice-president.

And the standard of living should continue to rise, the statement added.

Pointing out that, "at the peak of the greatest business boom this country has ever had," there were 85 per cent more persons without jobs than three years ago, the statement said there were enough unmet needs in Canada to provide full production, full employment and steadily rising standards of living if more buying power were put into the hands of the people. It then listed 12 ways in which buying power could be raised:

1. By pressing for higher wages. Wage reductions curtail markets and production and employment. Wage increases expand markets, production and employment. Where depressed industries can show that increased wages cannot be met, they must, at least, be held at present levels.

2. By reducing working hours and maintaining take-home pay to spread available employment.

3. By increasing unemployment insurance benefits, establishing higher benefit categories, eliminating non-compensable days, reducing or eliminating the waiting period, and otherwise liberalizing the Act.

4. By providing, out of Consolidated Revenue, extended benefits for those who have exhausted their benefits under the Act but are still unemployed and by establishing a nation-wide public assistance plan to provide for unemployed workers not covered by unemployment insurance, and their families.

5. By increasing old age security benefits and family allowances, and providing cash benefits to maintain income during illness.

6. By raising personal income tax exemptions, imposing a capital gains tax, repealing the tax exemptions for dividend income, and reducing the sales tax with a view to abolishing it as soon as possible.

7. By a public investment program, federal, provincial and municipal, housing, schools, hospitals, roads, conservation and so forth.

8. By increased efforts to promote exports, through special trade missions, trade agreements with specific countries, and the lowering of barriers to international trade generally.

9. By a planned immigration policy, based on the country's capacity to absorb immigrants in an expanding economy, without lowering the standard of living.

10. By adequate measures to maintain and increase farm purchasing power.

11. By a substantial increase in Canada's contributions to the Colombo Plan and United Nations' Technical Assistance, and by pressing for an International Development Fund under United Nations.

STRUCTURE OF THE CANADIAN LABOUR CONGRESS

The biennial convention is the top policy-making body.

The executive officers—President, Executive Vice-president and Secretary-Treasurer—administer and interpret policy.

The Executive Council—executive officers plus 13 Vice-presidents—is the governing body between conventions; it meets at least three times a year.

The General Board—Executive Council plus one representative of each national and international union—is advisory only, meets biennially between conventions.

Honorary Presidents serve as consultants and advisers.

Administrative Departments.—There are now eight Congress Departments, each headed by a Director: Organization (Joseph MacKenzie), Legislation and Government Employees (Leslie E. Wismer), Research (Dr. Eugene Forsey), Education (Max Swerdlow), International Affairs (to be named), Provincial Federations and Local Labour Councils (Thomas B. Ward), Political Education (Howard Conquer-good) and Public Relations (Jack Williams).

12. By special measures to help depressed industries to get on their feet, and to help depressed areas, either by bringing industry to such areas or by helping workers to move to places where work is available.

The statement acknowledged that all these measures could not be put into effect immediately or simultaneously but warned that, with the effects of automation just beginning to be felt, government, industry and labour must act, vigorously and now.

The only dissenting speaker was Sam Jenkins of the British Columbia Marine Workers and Boilermakers' Industrial Union, who complained that the statement failed to protect the exploitation of natural resources. As an example he cited the export of natural gas to San Francisco, "where it is sold at a cheaper price than to British Columbia industries".

Other resolutions under the heading "Economic Policy"—

Urged the Government to arrange for a greater public works program to provide for "more continuous" employment throughout the year and to make sure that plants engaged on government contracts have sufficient orders on hand to enable them to maintain full employment during the winter months.

Criticized the Government for its attitude towards assistance to unemployed employables and urged it to speed its efforts to come to agreement with the provinces on unemployment assistance.

Automation

The Government should call a conference to plan the introduction of automation to ensure that its benefits will be enjoyed by everyone. Representatives of government, management and labour should be invited, declared a resolution—a substitute for three others—adopted by the convention.

Specifically, the resolution stated, the meeting should make plans to:

1. Introduce the guaranteed annual wage, or other forms of regular and rising income, without which automation will break down;

2. Shorten the work-week without loss of take-home pay as fast as the increased productivity makes possible, and as the maintenance of full employment makes necessary;

3. Maintain general full employment, so that workers displaced from one job or one industry will have others to go to;

4. Provide severance pay for displaced workers;

5. Provide re-training for displaced workers whenever possible;

6. Direct the location of industry so as to avoid ghost-towns or distressed areas; or, where this is not possible, to assist the movement of workers from such areas to areas of full and expanding employment;

7. Lower the qualifying age for Old Age Security payments, and to raise the benefits, so as to provide for older workers who are displaced and cannot be easily or economically re-trained;

8. Ensure full discussion of the introduction of all automation devices with the unions concerned, so as to reduce dislocation to a minimum;

9. Give young people the necessary basic education to operate and maintain the automated machines;

10. Pay the operators of the new machines wages commensurate with their skill and responsibility and with the necessity for providing purchasing power to buy the products.

Political Education and Action

The political course that the CLC will follow for at least the first two years of its existence, a clever compromise drafted by the resolutions committee headed by Plumbers Organizer Joseph Connolly, was almost unanimously approved after less than an hour of discussion. Only one of the dozen delegates who entered the discussion opposed the twin resolutions and only half a dozen voted against them.

The program of political activity adopted was spelled out in two resolutions sub-

stituted for 29 submitted by affiliated groups. The substitute steered a middle course between the political neutrality of the TLC and the open endorsement of the CCF Party by the CCL. In so doing it piloted the fledgling CLC around what had threatened to be a dangerous obstacle—of the 29 resolutions it replaced, four urged continuance of the former TLC policy and 15 called for continuance of the CCL's.

The compromise plan calls for:—

1. Establishment of a political education committee of representatives of affiliated unions and provincial federations to formulate political education programs to be carried out by the CLC's Political Education Department.

2. Utmost interest in political affairs and continuance of political action, plus additional "appropriate" activities, by all affiliates.

3. Initiation by the political education committee of political discussions with non-CLC unions, farm groups, and with the CCF "or other political parties pledged to support the legislative program" of the Congress. Communist and Fascist-dominated parties were specifically excluded.

The expressed aim of the discussions authorized in the third proposal was the exploration and development of co-ordinated action in the legislative and political field.

The preamble to the first resolution acknowledged that the CCF had "fought consistently for labour's legislative program". It also declared that "the over-riding need now is to go forward in a spirit of unity . . . while at the same time ensuring to affiliated organizations maximum freedom of action" in the pursuit of their political objectives.

The preamble to the second pointed out that other organizations that have taken the same "broad humanitarian approach" to political and legislative programs as did the TLC and CCL will be more likely to succeed in achieving their legislative objectives if they work together.

John W. Bruce, 80-year-old Canadian organizer for the Plumbers, led a parade of a dozen speakers who supported the resolution. He said he supported it because it did not commit Congress members to a policy "that may be foreign to their thinking" but gave to every member the right to vote as he pleased.

"If we're going to lay down a political opinion it should be done by taking a referendum," he argued.

W. M. Black of the Vancouver Hospital Employees' Federal Union said the resolu-

tion would develop the political maturity the union members have not had in the past.

Eamon Park, Legislative Director of the United Steelworkers and a former CCF member of the Ontario Legislature, said the second resolution opened up new horizons. "For too long there has been political misalignment in Canada," he said. "There has not been a people's political movement in this country. This is a great new opportunity to go forward to an effective people's political movement."

Doug Hamilton, Vice-president of the Toronto District Trades and Labour Council, called the resolution a victory, not for one side or the other but for the labour movement itself.

Commenting that it was encouraging to hear words of support from speakers who formerly took a neutral position, Bert Gargrave, a Toronto Steelworkers delegate, said the resolution would enable the building of as great a political force as the economic force being built by the merger. "Let's build a political party that will really represent the working people," he urged.

Frank Hall, Canadian Vice-president of the Brotherhood of Railway Clerks, praised the resolution for the way it disposed of a problem "that may have disturbed the equanimity of this new-formed body".

William Mahoney, Assistant Canadian Director of the Steelworkers, declared: "We have to have a party in government committed to the political program of this Congress." He urged unanimous adoption of the resolution committee's substitute resolutions.

But one speaker, Jack Knight of the Textile Workers Union of America, from Dunnville, Ont., expressed opposition to the proposal, charging that it showed signs of domination by the AFL in the United States.

The voting, however, was almost unanimous—only six delegates indicated dissent.

Legislation

The legislation committee, headed by George Johnston of the Vancouver, New Westminster and District Trades and Labour Council, faced a total of 61 resolutions.

Minimum Wages

Seven resolutions on minimum wages were submitted. A substitute for six of them, carried without debate, urged the Government to enact legislation setting a minimum wage of not less than \$1 an hour for male and female workers, and to call a conference of provincial Ministers of Labour for the purpose of establishing the same rate throughout the country.



—Romain Harvey

Huguette Plamondon
First Woman Vice-President

The seventh resolution, urging those provinces east of Manitoba to raise their minimum wage rates as high as those in the western provinces, was referred to the appropriate provincial federations of labour.

Injunctions

A resolution condemning the use of injunctions in labour disputes, and urging the Government to amend the Criminal Code to prohibit their use, was carried. It covered four synonymous resolutions.

Checkoff of Union Dues

Efforts should be continued to persuade the Government to amend the Industrial Relations and Disputes Investigation Act to include provision for the voluntary checkoff of union dues, two resolutions declared.

Compulsory Arbitration

"The Canadian Labour Congress is determined to oppose any legislation, federal or provincial, that would deny the right to strike to any workers, and replace this right with any form of compulsory arbitration," declared a resolution adopted unanimously by the delegates. It substituted for eight others.

In bringing the resolution to the floor, the legislation committee recommended

that delegates urge the members of their unions to let Parliament know (a "post-card campaign" was suggested) of their objections to compulsory arbitration.

Frank Hall, Canadian Vice-President of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and Chairman of the non-operating unions' joint negotiating committee, was one of the dozen delegates who spoke on the resolution.

"If the Government is going to take the responsibility of violating the right to strike," he said, "then the Government must take the responsibility to see that railway workers get adequate wages and fair working conditions. We never get through retroactivity the loss sustained in long conciliation proceedings."

Bill Dodge, Quebec representative of the Canadian Brotherhood of Railway Employees, asserted that some believe that compulsory arbitration is the road to industrial peace but that in Australia, where they have compulsory arbitration, "they have had more labour strife than we have had".

He warned those delegates who acquiesce in compulsory arbitration in "vital" industries that the vital industry "will be the railways today, your turn tomorrow".

Delegate S. Goodman of the Winnipeg Meat Cutters said: "One of the most odious acts of the Government is the imposing of compulsory arbitration on the railway workers. They can wipe out with one stroke of the pen the rights of the Canadian workers. I give notice that we do not intend to, like Gulliver, wake up and find ourselves bound hand and foot. I say to the Government that this act makes it impossible for you any longer to represent the Canadian people."

Charles Millard, Canadian Director of the United Steelworkers, told the delegates:

I want every member's support for this resolution, because this may be of immediate concern to railway workers but a threat to the right to strike has been made by the Government because it is an essential industry; but the Government is infringing on rights of the citizens of this country. Who will be next?

This is a basic fallacy to have someone decide what is in the public interest and begin infringing on the rights of workers. In certain countries, all freedom to strike has been denied. If denied in degree here, what difference exists between our system and those we condemn?

John W. Bruce, Canadian organizer for the Plumbers, added:

This is striking at the basic freedom that our forefathers fought for. When we have legislation to restrict the rights of the workers, you go back to the Tolpuddle Martyrs.

If the Government wants to create a spirit of revolt in the workers of this country, let them proceed with restrictive legislation of this type, and they will have it. I hope that the slogan from this convention will be: "We are going to resist to the death restrictions of the right to strike."

Hours of Work, Holidays

Seven resolutions dealing with hours of work, holidays with pay and statutory pay were submitted to the committee. Three of these, incorporating minor amendments, were submitted to the delegates by the committee and were approved.

The approved resolutions (1) urged the CLC to voice its favour for the six-hour day, five-day work week with no reduction in take home pay; (2) urged the federal Government to institute a federal vacations with pay act, providing for not less than two weeks annual leave with pay for all employees; and (3) continue action that would result in all union members enjoying paid statutory holidays.

Canada Labour Relations Board

Three resolutions on the Canada Labour Relations Board were submitted but one was withdrawn by the sponsoring union. The other two were adopted.

The resolution withdrawn asked that the Congress urge the Government to amend the Industrial Disputes Investigation Act to provide that a new contract negotiated according to this legislation be retroactive to the date on which the old one expired.

Of the two resolutions passed by the delegates, one asked that the Canada Labour Relations Board and Provincial Labour Boards maintain certifications where the union has changed its name because of merger with another union or for any other reason.

The other noted that under the Act, and under the terms of labour relations acts in some of the other provinces, a labour union can be prosecuted for an unfair labour practice by an employer, but a union cannot prosecute an employer for such a practice. The CLC executive was instructed to take all steps necessary to have the federal and provincial Acts amended to remove this handicap.

Equal Pay

Three resolutions on equal pay for equal work were submitted. It was noted that the federal Government had agreed to give equal pay for equal work to federal employees and plans to introduce legislation to provide that women get the same pay as men. The resolutions urged provincial and federal legislation to ensure equal pay for equal work for all Canadian workers, commended the federal Govern-

Two weeks after the CLC's founding convention ended, Honorary President A. R. Mosher, who was the first and only President of the CCL, on May 10 marked his 75th birthday. He is nearing the end of 50 years in the Canadian labour movement.

Vice-president Huguette Plamondon, the first woman to hold national office in Canadian organized labour, is only 30 years old and has been a union member for only 10 years. At 22 she was elected a director of the Montreal Labour Council (CCL) and in 1955 its first woman President. She was re-elected to that position earlier this year.

Vice-president James A. Whitebone told the delegates in his acceptance speech after his re-election that he was first elected to national office at the convention at which the nucleus of the CCL split from the TLC and was happy to be re-elected at the convention at which the split was healed.

Vice-president Donovan Swailes is the first Winnipegger to sit on a national executive in 40 years.

ment for its intention to enact such legislation, and urged that an effective program of education accompany the legislation, together with an adequate investigative procedure, "so that victims of employers who violate the Act can obtain prompt remedies and protection".

One resolution also demanded that the federal legislation provide that equal pay be given for work of "a comparable nature".

Taxation

The legislation committee merged 22 resolutions on income tax into a single resolution, which was approved.

The substitute resolution:—

1. Recommended increases in all the allowable exemptions in computing income taxes, for married persons to \$3,000 and for single persons to \$1,500, and for dependent children to \$500 whether family allowance is being received or not.

2. Requested that the cost of acquisition and maintenance of equipment and protective clothing acquired by workers, or allowances for these, be allowed as a deduction.

3. Recommended that medical, dental, optical and hospital expenses, including the cost of medicines and drugs, be wholly allowed as a deduction.

4. Requested that workers' out-of-town living and travelling expenses be exempt.

Committee on Organization

With more than one million members under its leadership, the convention paved the way, in the closing hours of its five-day meeting, for another quarter million organized workers to join the ranks of the CLC.

The convention first approved a blanket resolution instructing its Executive Council to open negotiations with "all eligible, *bona fide*, democratic unions with a view to bringing these unions into this great Congress in the shortest possible time".

The delegates then adopted three specific resolutions directed at the Canadian and Catholic Confederation of Labour (110,000 members), the United Mine Workers of America (25,000) and the One Big Union (6,000).

Finally, President Jodoin invited the brotherhoods of railway running trades (45,000) to join the ranks of the CLC and extended this invitation to the Communist-dominated unions (60,000) if and when they reject their Communist leadership.

The four special resolutions were put forward by the Committee on Organization, chaired by R. Scott, of the Alberta Federation of Labour.

The resolution affecting the CCCL was the only contentious one and it gave rise to a vigorous debate, cut short when President Jodoin asked that the executive be given enough confidence to allow it to negotiate as to the best way of achieving unity.

The special resolution on the Catholic syndicates, as finally approved with but a dozen dissensions, "welcome the advances made by the CCCL with a view to unification" and instructs the Executive Council "to work out the terms of the affiliation".

The difficulty with the CCCL lies in the section of the constitution that states, in part, that:

...charters or certificates of affiliation shall not be issued to national and international unions, regional and provincial organizations, organizing committees, or directly chartered local unions in conflict with the jurisdiction of affiliated national and international unions or regional and provincial organizations, except with the written consent of such unions...

With many CCCL syndicates duplicating CLC locals, thus giving rise to dualism and potential jurisdictional conflicts, it is feared that this section of the constitution erects an insurmountable barrier to unification through a virtual veto by any local.

The problem was first raised when the constitution was adopted, on the opening day of the convention. Jean-Marie Bédard, Montreal, International Woodworkers of America, pointed out that, under this

clause, the affiliation of the CCCL with the CLC would be almost impossible.

Donald MacDonald, Secretary-Treasurer of the CCL, indicated at that time that a resolution would be brought in later to clarify this point.

When the special resolution on the CCCL was put forward, late Friday afternoon, no delegate spoke to oppose the affiliation of the Catholic syndicates but a number argued that, under the constitution, it would be impossible to admit them on their terms.

A plea to forget petty jealousies and to accept Quebec's 100,000 organized workers was made by Orville Braaten, Vancouver, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. "Once they are in, time will heal jealousies," he said.

Charles Millard, Canadian Director, United Steelworkers of America, pointed out that there is no greater parallel than between his union and the CCL's National Federation of Metalworkers, said he nevertheless would welcome them for the best interest of the respective membership.

Mr. Bédard, who raised the question originally, hailed the CCCL as a dynamic and militant organization. "The CCCL stands foremost in the efforts of organized labour to reduce the wage differential that exists between the provinces of Quebec and Ontario," he said.

"If the CCCL wants to come in, we should let it in as a unit," he urged.

At this stage, President Jodoin pointed out that the Executive Council had already been authorized to initiate discussion with labour organizations outside the Congress.

"I feel that a certain latitude should be given the Executive Council, which represents all affiliates, to continue negotiations with the CCCL," he said.

Suggesting that had the negotiations for the merger of the TLC and the CCL been conducted at a convention, they would still be going on, the President urged that enough confidence be placed in the Executive.

(The day following the convention, the Executive Council named six officials whose mission will be to liaise with the CCCL leadership to negotiate a merger. They are: Claude Jodoin, President; Gordon S. Cushing, Executive Vice-president; Donald MacDonald, Secretary-Treasurer; and the three Vice-presidents for Quebec: Huguette Plamondon, George Schollie and Roger Provost.)

A third special resolution, carried unanimously, accepted the One Big Union's application for affiliation and extended "the hand of friendship and co-operation" to its 6,000 members.

The OBU members, restricted to the Winnipeg area, will endeavour, within the next two years, to secure membership in unions holding jurisdiction in their field.

(On the following day, the Executive Council authorized its President, Executive Vice-president and Secretary-Treasurer, as well as the Vice-presidents for the Prairie Provinces, to meet with the OBU to complete the affiliation.)

During discussion of the organization committee report, President Jodoin expressed the hope that the 45,000 members of the brotherhoods of running trades will join the ranks of the CLC.

He also challenged the 60,000 in Communist-dominated unions to reject their leadership and to return to the Congress. He singled out the United Electrical Workers and the Mine, Mill and Smelter Workers.

Let us make this clear to the miners at Sudbury—and the miners at Trail—let us say it is to the electrical workers in Hamilton and in Peterborough and here in Toronto. Let us say it to the workers anywhere else who are bearing the burden of this yoke: Get rid of your communist leadership and you are welcome in the ranks of labour. It remains for the membership of these organizations to decide what they want to do.

Social Security

In line with its platform of principles calling for a comprehensive national social security system, the CLC adopted an imposing number of resolutions dealing with various aspects of social security.

Ninety-nine resolutions, put forward by organizations within the Congress, were considered by the Social Security Committee chaired by George Home, of the British Columbia Federation of Labour, and, because many of them dealt with the same subject-matter, re-drafted into a single, all-inclusive resolution.

Unemployment insurance and health insurance were the two subjects of major concern in the field of social security and both were the object of comprehensive resolutions, but other matters, such as old age pensions, family allowances, the price of drugs, pensions for the blind, industrial pensions, government annuities and retirement age were also considered by the delegates.

Pressed for time, the convention restricted its debate on most of these matters but left no doubt, in urging the Executive to press for action, as to what it means by a "comprehensive national social security system for Canada".

"Hire the Short Ones, Too"

Industry discriminates against diminutive workers, a five-foot-tall delegate complained at the CLC convention.

During the discussion of a resolution urging the Government to strengthen its efforts to combat discrimination in the hiring of older workers, Syd McCormick of the United Auto Workers, Oshawa, suggested that the resolution be amended to include a mention of "the smaller worker".

He complained that industry, especially heavy industry, discriminates in its hiring policy against the small man. "What do they expect should be done with these little girls and fellows," he asked, "put them in a glue factory?"

Health Insurance

A comprehensive program of health care through a scheme of national health insurance, whether made available by the federal Government alone or by that Government in conjunction with the provinces, is one of the major objectives of the CLC.

A strongly-worded resolution, drafted from 19 submitted on health insurance and adopted unanimously by the Congress, calls for a campaign to press for the establishment of a health plan forthwith.

Envisaged by the convention is a "comprehensive program of health care, including preventive and diagnostic as well as curative and rehabilitative services by physicians, surgeons, dentists and other specialists, hospitals and other agencies".

The Congress endorsed the definition of good health made by the World Health Organization—"a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity"—adding that good health is closely related to good living standards generally.

The 550-word resolution also denounced as ineffective both the traditional method of medical care involving a direct fee-for-service relationship between doctor and patient and the various prepayment medical and hospital care schemes presently in existence.

Debate was cut short by the calling of the question but seven speakers, including Stanley Knowles, MP, an accredited delegate from the Winnipeg Typographical Union, praised the substitute resolution. Mr. Knowles was cheered when he said that "the workers are not asking to be given something for nothing but only what they are entitled to".

"This resolution," he said, "is indicative of the kind of leadership needed in this

country. Under the leadership of this council the people of this country will come to realize that what is needed is covered in this resolution. The people are ready for such proposals and I believe they will make their demands known."

Mr. Knowles added that "the so-called costs represents only a rechannelling of money already spent for health".

W. M. Black, Vancouver Hospital Employees' Federal Union, reminded the delegates that a national health scheme should be paid by all citizens and not brought in at the expense of hospital workers, whose wages are already below those of other workers and who suffer through a lack of fringe benefits. "Hospitals should be manned by union labour working under union conditions," he added.

Earlier, both the Prime Minister and the Minister of Labour in their addresses to the convention had referred to this problem.

"We consider... that the federal Government should undertake to recommend to Parliament that it assist provinces financially and with technical services if a majority of the provincial governments, representing a majority of the Canadian people, decide to go ahead" with national health schemes, said Mr. St. Laurent.

Reminding the delegates that satisfactory federal-provincial arrangements are now being sought, Mr. Gregg suggested that "our increasing national productivity has brought us to the stage where we can make substantial progress in this important area of social security".

Unemployment Insurance

A 15-point resolution on unemployment insurance, covering 37 submitted by various affiliated organizations, was unanimously adopted by the Convention.

The resolution declared that the present Unemployment Insurance Act has proved "deficient in its ability to afford adequate protection against unemployment" and that it is now "more difficult for some workers to obtain benefits than previously".

Suggesting that the purpose of the Act "should be to afford the maximum amount of protection against the hazards of unemployment," the resolution suggested 15 sweeping changes in the Act and the regulations pertaining to it:

1. Extension of coverage to classes of workers at present not covered, and more particularly the employees of non-profit-making hospitals and charitable institutions and of municipalities;

2. The restoration of the maximum period of benefit to 51 weeks;

3. An increase in the rate of benefit to establish a minimum of at least two-thirds of former earnings;

4. The elimination of the waiting period;

5. The elimination of present Section 45 (2) and its replacement by a less onerous provision;

6. The extension of the seasonal benefit period to include the month of December;

7. The elimination of the new seasonal regulations affecting seamen and stevedores;

8. The elimination of Section 67 (1) (c) (iv) of the Act and the married women's regulation made thereunder;

9. The elimination of the anomalies in regard to benefit during illness through an amendment which would make benefits available if and as soon as employment was lost due to illness;

10. An examination of the situation regarding workers in receipt of workmen's compensation and indentured apprentices attending school in order to seek ways and means of making contributions while in that status.

11. A modification of the disqualification resulting from unemployment due to a stoppage of work whereby such disqualification would not result if the stoppage is a lockout imposed by an employer, or if the unemployment is due to a refusal to cross a picket line, or if the strike is the result of the failure of an employer to observe a statute affecting conditions of employment or to conform to a collective agreement;

12. Restoration of dependency status for dependents residing outside Canada or the United States;

13. Integration of supplemental unemployment benefit plans with unemployment insurance;

14. Restoration of the Unemployment Insurance Advisory Committee to its status under the Act previous to its amendment;

15. Prohibitions of referrals to struck plants.

Section 45 (2) of the Act, on the use of qualification periods of previous benefit period, was especially singled out by the delegates. F. Fieber, Vancouver, International Woodworkers of America, denounced it as "unworkable and obnoxious". H. Kelly, Windsor, United Automobile Workers, said the auto workers were affected almost immediately this section came into effect and that 700 were cut off from unemployment insurance benefits.

Return to the daily stamp system was urged by L. H. Rosen, Toronto, International Ladies' Garment Workers' Union while Louis Laberge, President of the Montreal Trades and Labour Council, suggested that "rather than a 51-week maximum, we should ask for benefit until the worker returns to work".

Old Age Pensions

The delegates showed concern for the nation's senior citizens through a number of resolutions urging:—

An old-age pension of \$65 per month at age 65 without a means test;

Suitable housing throughout the cities and outlying communities for all old-age pension recipients where such is needed;

Free medical, drugs and dental services to old-age pension recipients;

Payment of the pension to all Canadians qualified for it irrespective of what part of the world they may live in;

Increases in old-age assistance and veteran's pensions and allowances to restore their original purchasing power;

Payment of the old-age pension to veterans in receipt of pensions.

Blind and Disability Pensions

An unspecified increase in the pension paid to the blind and the disabled was recommended by the delegates in order to raise it "to a level which will provide a decent standard of living". The resolution also urged that pensions for the blind and the disabled be paid without a means test and that a special allowance be paid "for guiding and other costs peculiar to blindness".

National Industrial Pension Plan

The establishment of a national industrial pension plan, "to which all employers and their employees can and shall contribute," to provide an adequate pension to all employees upon retirement separate and apart from any old age security payments, was strongly recommended by the convention.

Such a pension plan should be created, the resolution urged, because not all workers can expect to be permanently employed with the same employer until retirement age and because large numbers of workers are not covered by pension plans, making the transfer of pension rights on transfer of employment either very difficult or even impossible.

It would, added the resolution, provide "adequate financial security on retirement for all workers"—one of the goals of the CLC.

Government Annuities

The Congress "decided to continue to press for the raising of the ceiling on government annuities from \$1,200 to \$2,400 per annum, because "many workers who are covered by existing wage rates have achieved standards much above this ceiling".

Retirement Age

The CLC went on record "as favouring a policy of voluntary retirement at age 65, with adequate retirement pensions" but refused to sanction a policy requiring CLC officers "to relinquish their positions at the age of 65".

Two identical resolutions, submitted by lodge 550 of the Brotherhood of Railway Carmen of America, Transcona, Man., and the Manitoba Provincial Federation of Labour, recommending the compulsory retirement of "all officials of our unions locally, nationally or of international status," were not considered because "the subject was outside the Congress jurisdiction".

The third resolution, also submitted by lodge 550, limited its effect to CLC officers but was defeated on the recommendation of the Social Security Committee.

Family Allowances

The Congress went on record as favouring an increase in the amounts paid for family allowances "to restore their original purchasing power" but did not specify the size of the increase warranted. It also urged that family allowances be continued "to 20 years of age where children are attending school or college".

Three resolutions submitted by affiliated organizations suggested that these allowances be doubled but the substitute resolution brought forward by the Committee made no recommendation as to the size of the increase.

General

In the field of general social security, the convention also urged the federal and provincial Governments to enact an integrated national Social Security Act to provide "inclusive protection for Canadians, during periods requiring medical, hospitalization, and institutional care, and also for adequate benefits payable to the unemployed, the disabled, the handicapped and our senior citizens".

It also suggested that the federal Government provide "the necessary money for medical research" and urged it to work out an arrangement with the provinces whereby "companies that come under federal legislation be covered by the same inspection and enforcement as provincial companies" in the matter of health, sanitation and safety regulations.

Human Rights

Achievements in the field of human rights and racial discrimination in Canada during the past 10 years were described to the convention, in conjunction with resolutions designed to improve upon the record, by the committee on human rights, headed by President Donovan Swailes of the Manitoba Provincial Federation of Labour.

The committee's report, giving the history of organized labour's fight against

Should Mothers Work?

Restriction of the employment of working mothers was proposed as one possible way to curb juvenile delinquency, in a resolution that was defeated on the recommendation of the resolutions committee. The committee saw no link between working mothers and juvenile delinquency, it explained.

A woman delegate, Mrs. Emily Ross, a Canadian representative of the United Garment Workers of America, agreed with the committee's statement. "If the men helped at home, it would reduce juvenile delinquency," she declared.

Another delegate suggested that equal-pay-for-equal-work laws would soon stop the hiring of women because "the reason women are working is because employers hire them for less money".

racial and religious discrimination since 1946, listed the national, regional and local committees that had contributed to the progress made so far.

Through the work of these committees, a new chapter was opened in the history of legislative enactments in our country. We refer to the passage of Fair Employment Practices Acts and the acceptance of the principle that legislation can play a vital role in eliminating racial and religious discrimination and protecting human rights.

There are now seven Fair Employment Practices Acts in force. These are: the Dominion Act (1953), Nova Scotia (1955), New Brunswick (1956), Ontario (1951), Manitoba (1953), Saskatchewan (1956), British Columbia (1956).

Discrimination in public accommodation is prohibited by Fair Accommodation Practices Acts in Ontario (1954) and Saskatchewan (1956).

Other items include Saskatchewan's Bill of Rights, 1947; prohibition of discrimination based on race, national origin, colour or religion, under the federal Government fair wages policy and in the operation of the National Employment Service; measures outlawing racial restrictive covenants in property deeds in Ontario and Manitoba; prohibition of racial restrictions in insurance, in Ontario; and civic anti-discrimination by-laws in a number of industrial cities.

Commenting on these achievements, the Committee report noted:

The fight for human rights during the past 10 years has been an impressive one indeed, but, in reviewing these achievements, your Committee recognizes that racial and religious discrimination continue to occur in our country. Discrimination in employment

is still prevalent, though it is practiced less blatantly, because of existing FEP legislation.

Housing accommodation, including projects financed with the aid of public funds, is still denied in many instances to members of so-called minority groups.

Some of the discriminatory features of Canada's Immigration Act remain a blot on our basic democratic traditions. Integrating the more than one million immigrants who settled in Canada since the end of the war still presents a challenge to Canadians generally, and the labour movement in particular. Our native Indian and Eskimo population is still being treated as second-class citizens.

Protective legislation has created a favourable climate of opinion to constructively deal with these problems. The job, however, must in the final analysis be done by the people themselves.

Extensive educational programs by government agencies in this field as well as by the Canadian Labour Congress is still a vital necessity if the rights of all Canadians are to be effectively safeguarded. The incoming executive of the CLC as well as all the departments of the Congress can play a truly effective role in this essential work. We recommend they do so.

Resolutions drafted by the committee and adopted by the convention:—

1. Pledged the active support of the CLC to the maintenance and expansion of freedom in Canada and to combat any encroachment of such freedom;
2. Endorsed the Universal Declaration of Human Rights of the United Nations;
3. Promised that the CLC will, by itself and in co-operation with other organizations, press for an amendment to the BNA Act to provide for a Bill of Rights.

Sixteen resolutions was submitted by unions. Those adopted called for:—

The establishment of a Standing Committee on Human Rights, with the necessary financial support to continue its activities. (It will replace the former TLC and CCL committees.)

Amendment of the Canada Fair Employment Practices Act to provide more severe penalties for violations of the Act.

The use by the Government of all possible measures which may influence the South African Government to stop its racial segregation policy.

Appointment of a Citizen's Advisory Committee to the Department of Labour, composed of representatives of labour, management, and community groups, to assist it in setting up an effective educational program so that racial and religious discrimination in employment can be more efficiently eliminated, in accordance with the principles of the Canada FEP Act.

International Affairs

To substitute for eight resolutions on "International Affairs and Peace," a committee headed by Stuart Hodgson, Vice-president of B.C. District Council No. 1, International Woodworkers of America, introduced a lengthy statement headed "International Policy".

In it the Congress—

Regretted the slow progress towards disarmament but welcomed the progress that had been made and urged the Government to continue "unrelentingly" its efforts to secure a disarmament agreement.

Endorsed Western efforts for re-unification of Germany.

Called for a firm international agreement on the abolition of all stocks of, and the prohibition of further manufacture and tests of, atomic and hydrogen weapons.

Urged the Government not to fail in its support of NATO.

Welcomed the advent of "the first democratically-elected Government" in Indonesia and the progress towards self-government in other Asian and African countries.

Deplored the "timidity and short-sightedness of French policy in Algeria, the white supremacy policy of South Africa, the gradual acceptance of the Franco dictatorship by the Western Powers and the continued opposition to the admission of Communist China to the United Nations".

Regretted the "persistent inadequacy of the Canadian contribution to the Colombo Plan" and urged the Government to raise the contribution to the Plan and to the U.N. Technical Assistance scheme to at least \$100 million.

Expressed support of a policy of maximum trade with the Soviet bloc "within the limits imposed by the necessity of denying weapons and strategic materials to aggressors and potential aggressors".

Urged the fullest government support of efforts to maintain the armistice between the Arab nations and Israel. (In a last-minute addition to the statement, the CLC called on the Government for "sympathetic support for Israel's request for defensive armaments".)

Another substitute resolution recorded Congress support of the ICFTU and urged all affiliates to subscribe an additional one cent per capita monthly for ICFTU activities.

Resolutions proposing that all elected or appointed officials of the Congress be Canadian citizens and favouring the encouragement of an exchange of trade

Next Convention Site?

Will the 1958 convention of the CLC be held in Vancouver? The Labour Activities Committee of the British Columbia Centennial Committee would like it to be.

Representative of the B.C. committee distributed to delegates at the founding convention a letter pointing out that "the year 1958 marks 100 years of British Columbia's growth and development... What a year to hold the 1958 convention of the merged Canadian Labour Congress in Vancouver!"

union delegations between Canada and other countries were among those referred to the executive.

Other Resolutions

Of the record total of 458 resolutions submitted by affiliated organizations, the convention dealt with 314, either by taking action on them in the form submitted or on a substitute embodying their intent. The remaining 144 were left to the consideration of the new executive.

Immigration

A three-pronged substitute resolution on immigration was adopted. It called on the Government to: (1) "eliminate those clauses in the Immigration Act that prohibit prospective immigrants from landing in Canada solely on the basis of race, creed and colour; (2) implement an immigration scheme through the Department of Labour and the National Employment Service; and (3) set up an immigration advisory committee with representatives of labour, management, welfare and government "to recommend necessary changes in legislation, administration and policy and to ensure that immigration is planned so as to maintain full employment and protect standard wages and working conditions".

Another resolution urged the Government to assume full responsibility for relief of immigrants who become unemployed before being able to qualify for unemployment insurance benefits.

Housing

A substitute resolution on housing called for a "substantial" reduction in both the down payment and the interest rate on National Housing Act loans, urged CLC affiliates to campaign to get municipal authorities to make use of the Act's subsidized low-rental housing section, and pledged support to co-operative housing

and to efforts to clear slums and eliminate sub-standard housing.

Trans-Canada Pipeline

The distribution of natural gas, and particularly the building of the Trans-Canada pipeline, should be placed under public ownership, the CLC believes. A substitute resolution, urging that the pipeline be built as a public enterprise, condemned the Government for its present pipeline policy and recommended that provincial federations of labour urge the provincial governments to control the price of natural gas and place its distribution under public ownership.

Capital Punishment

Few opposed the resolution on capital punishment, which recorded the CLC's opposition to both capital and corporal punishment.

Most outspoken in favour of retaining the death penalty was H. D. Bastable, Winnipeg delegate from the Brotherhood of Railway Clerks, who asked whether he should be required to pay taxes to provide a murderer "with a free living the rest of his natural life?"

Another Winnipeg delegate answered that argument by declaring: "I'd rather pay enough taxes to keep a man in jail all his life than take a chance that I might be responsible for killing innocent people. Don't forget that innocent people have gone to the gallows—people have been murdered by the law."

Another delegate felt that discussion of capital punishment at the convention was out of order since the matter is scheduled to come before Parliament, and that the latter should have a chance to deal with the matter before the CLC did.

"We should do all in our power to support the judicial system," he said. "Everyone gets a fair trial. Rarely does a murderer get the death sentence. Let's leave the matter in the hands of the judiciary."

Canadian Broadcasting Corporation

In a substitute resolution, the CLC declared its support for the Canadian Broadcasting Corporation's "dominant and controlling position in Canadian radio and television" and its belief that the CBC Board of Governors should remain as the regulatory body of Canadian radio and TV broadcasting.

The resolution also called on the Congress to provide for the continuing existence of a committee on broadcasting composed of representatives of affiliated organizations directly concerned with broadcasting and employment conditions within the industry.

Another resolution commended the CBC for inaugurating free-time political broadcasts on the television network.

Other Resolutions Adopted

The Government was commended for its efforts to induce industry to discontinue discrimination against older workers and urged to continue those efforts "with greater vigour".

That holders of government contracts for construction projects be required to file with the appropriate Department of Labour a copy of their payroll, specifying the number of hours worked at straight time and on overtime and the rates paid, was urged. This would ensure, the resolution pointed out, that the information would reach the fair wages inspector.

Other resolutions urged the federal Government to—

Use only Canadian materials and labour, in so far as possible, in the construction of the St. Lawrence Seaway and all government projects.

Complete the Trans-Canada Highway.

Institute a Bureau of Standards.

Amend the Small Loans Act to limit interest charges on all small loans to a maximum of 1 per cent per month on the unpaid balance.

Make long-term low-interest loans available to fishermen for the purchase of boats.

Resolutions Defeated

On the recommendation of the resolutions committee, two resolutions aimed at a reduction of Canada's butter surplus were defeated.

One resolution urged subsidization of butter; the other proposed a stamp system under which pensioners could purchase butter at the same price at which butter is being exported. Opposition to the committee's recommendation of non-concurrence in the second resolution was answered by the committee secretary, Larry Sefton, who pointed out that the Congress believed that pensioners need a substantial increase in income and that an "elaborate" stamp system and an additional pound of butter wouldn't help.

A resolution urging the federal Government to enact legislation to provide that workers be paid weekly was also defeated.

Referred to Executive

The 144 resolutions that did not reach the floor of the convention were handed to the new executive for attention by a majority vote of the delegates. These resolutions dealt, among others, with the following.

National Labour Code

Resolutions asking for a national labour code were covered by a single resolution asking that the convention call upon Parliament to bring interprovincial industries under a National Labour Code, either by declaring such industries works for the general advantage of Canada (as has been done with grain elevators) or by seeking an amendment to the British North America Act, and that such National Labour Code cover all Government employees, and provide for the check-off of union dues.

Government Employees

Forty of the resolutions not reached concerned government employees. These proposed that the Government—

Grant bargaining rights to civil servants, including conciliation services.

Repeal Sections 54 and 55 of the Industrial Relations and Disputes Investigation Act, which prohibit civil servants from participating in the benefits of the Act. (The sections cover bargaining rights.)

Allow government employees' organizations to be certified as bargaining agents for their membership.

Pay penitentiary custodial officers a wage comparable to that being paid to constables in the forces in larger municipalities, the Royal Canadian Mounted Police, and the Ontario Provincial Police.

Pay prevailing construction rates on all new work.

Pending bargaining status in full being given prevailing-rate employees, establish the hourly rates of prevailing rate employees on the basis of rates paid in organized industries in the appropriate area.

Establish the five-day week for all its employees throughout Canada; establish a five-day week of not more than 40 hours for all operational and prevailing rate employees without loss of take-home pay; establish the 35-hour week for all administrative staff throughout Canada with time and a half for all time worked in excess of the normal work day and double time for all time worked on normal days off and statutory or declared holidays.

Enact legislation that will give all workers employed on a casual basis the same benefits as are in effect for provincial government employees in similar classifications in each province.

Accept the principle that it should contribute, as an employer, to the costs of group-hospital-medical coverage for its employees up to at least 50 per cent, and further that any new plan provide for a service-type contract predicated on the Government's contribution.

STAFF APPOINTMENTS

Appointments to the staff of the Canadian Labour Congress have been announced as follows:—

Regional Director of Education and Organization for the Atlantic Provinces—Henry Harm, former CCL Maritime Regional Director of Organization.

Regional Director of Organization for Quebec—Victor Trudeau, formerly a TLC staff representative.

Regional Director of Education for Quebec—Philippe Vaillancourt, formerly CCL Regional Director of Organization for Quebec.

Regional Director of Organization for Ontario—Russell Harvey, formerly Canadian Director of the AFL.

Regional Director of Education for Ontario—Henry Weisbach, formerly CCL Political Action Director.

Regional Director of Organization for the Prairie Provinces—Henry Rhodes, formerly CCL Organizational Director for Ontario.

Regional Director of Education for Western Canada—Gordon Wilkinson, formerly a TLC staff representative in Calgary.

Regional Director of Organization and Education for British Columbia—Tom Gooderham, formerly a TLC staff representative in Victoria.

Congress representatives—Henry Tomaschuk, Edmonton; Rheal Bastien, Buckingham, Que.; and Jim Kidd, Sudbury.

Base the rate of superannuation on the average salary for the best five years for all civil servants.

Upon the death of a civil servant, pay the dependent 75 per cent of the pension due him, instead of the 50 per cent now being paid.

Increase pensions of its retired employees. Implement a policy that, where an apprenticeship scheme is not in operation concerning prevailing-rate employees, labourers working in assistance in respect to different trades be classified as trades helpers, with a wage increase according to their ability, and a progressive scheme of promotion to permit them to reach the status of tradesmen.

Compel the Post Office Department to discontinue the use of television cameras, since their use is "an infringement on the democratic rights of employees".

Reinstate the two-a-day mail delivery system in residential districts.

Co-operatives

The preamble to a substitute resolution on co-operatives noted that the co-operative and labour movements in Canada have always supported each other in principle, and that, although all co-operatives are worthy of labour's help, three main types of co-operatives especially merit union support. The three: credit unions, housing co-operatives and co-operative insurance. A resolution on the subject calls for the CLC to affirm its support of the co-operative movement, and urges all affiliated organizations "to extend all possible encouragement and support to co-operatives in order to ensure their strength and growth and the broader distribution and enjoyment of their benefits," and to establish in conjunction with the Co-operative Union of Canada a joint co-ordinating committee to act as a liaison between the two movements.

Merchant Marine

A substitute for seven resolutions from affiliates urged the CLC to seek establishment of a Canadian Merchant Marine and safeguards for the interests of Canadian ships through necessary legislation.

Education

A total of 25 resolutions dealt with various phases of education. They urged that educational systems in Canada be improved along specific lines, especially in the case of trade schools, and that college facilities for tradesmen be provided.

Other Matters

Other resolutions would have—

Denied CLC membership to organizations which have not signed, and refuse to sign, the no-raiding agreement.

Had the CLC devote extra effort to organizing into unions the "millions of Canadian workers" not now organized.

Required the Congress to seek legislation to make insurance companies contribute one per cent of premiums collected in given areas to support fire departments in those areas.

Provided for better handling of Canada's natural resources through Government agencies for the benefit of all Canadians.

Asked all unions to fight against the Quebec Padlock Law.

Kept the Congress out of the disputes in connection with divorce, since this is "a religious and moral issue".

Made all local unions respect picket lines.

Condemned censorship of radio, television, books, newspapers, motion pictures and suggested that the CLC do all in its power to see that good literature is provided and made available to the youth of Canada at all times.

Focused special attention on contractors who sub-contract work to others to avoid paying proper union wages.

Requested federal legislation that would bar all Canadians from holding two or more jobs simultaneously.

Recommended that the Government provide institutions that will supply gainful employment for prisoners, upon their release from jail, until they can be properly re-established in society.

Guaranteed continued Congress co-operation with the principal farm organizations through the Canadian Farm-Labour Economic Council.

Referred a resolution proposing increases in the Crow's Nest Pass rates on grain to the Farm-Labour Economic Council.

Censured the Government for its "apathy" towards the plight of Canada's textile workers and protested "those government policies that have actively contributed to a decline in textile employment".

Called on government and industry to make efforts to expand Canada's trade with all countries, "as far as national security allows"; to process raw materials in Canada; and to aid industries threatened by imports manufactured "by labour at starvation rates".

Recommended job and seniority protection for those elected to public office.

Proposed establishment of a credit system to enable blood donors to obtain free transfusions.

Formation of a farm-labour bloc in Canada was predicted by Joseph Phelps, Chairman of the Canadian Farm-Labour Economic Council, when he addressed the delegates to the convention.

"Let us start at the local and provincial levels and lead up to the national level," he suggested. "The time has come for more than fraternal greetings between the two groups."

Fourth Annual Convention of the Union Label Trades Department

Five-year-old organization will continue as a department of the new Canadian Labour Congress. Executive empowered to add vice-presidents to give representation to any CCL unions who now may become affiliated

The Union Label Trades Department of the Trades and Labour Congress of Canada, which came into being at the TLC's 1952 convention in Winnipeg, will continue as a department of the new Canadian Labour Congress, it was reported at the Department's fourth annual convention, in Toronto on April 21.

"We are now in a position to grow to a greater extent once the merger is effected," outgoing President Nelson Cox told the delegates, who numbered close to a hundred.

To give representation to new affiliates that may join as a result of the merger of the TLC and the Canadian Congress of Labour, the Department's executive was given power to add to the number of vice-presidents. The number of former CCL affiliates who may join the Department was not estimated.

It was also decided to elect the vice-presidents on a regional basis, a practice of long standing in the TLC that has also been adopted by the Canadian Labour Congress.

The discussion on a resolution submitted by the Hamilton Union Label Council brought to light the existence of a misuse of union labels by some retail clothiers. The resolution asked that unions in the clothing and hat-making industries take steps to devise a more permanent and indestructible type of union label. Several delegates reported that, when they were seeking to purchase hats and clothing carrying a union label, the merchant had offered to sew in a label from a supply that he had in the store. One delegate exhibited a necktie of European manufacture on which the retailer, when asked for a tie with a union label, had sewn a label of the Amalgamated Clothing Workers of America.

Jacob Clayman, Director of Organization and Union Label for the ACWA, who was a visitor at the convention, hinted that a lawsuit might be launched against the merchant for improper use of the union's registered label.

In a brief address to the delegates, Mr. Clayman said that the mobilizing of con-

sumers' purchasing power through appeals to buy only union label products was "the secret weapon of trade unionism".

Secretary-Treasurer Thomas B. Ward reported that the Union Label Trades Department now has in affiliation all the directly-chartered unions of the TLC, 22 international or national unions and 16 union label leagues or councils. Per capita tax is being paid on close to 54,000 members.

Nelson Cox, a Vice-president of the Journeymen Barbers International Union of America, who served two terms as President of the Department, did not seek re-election. To succeed him, the convention elected Stan. G. Clair, President of the Windsor Union Label Council, in a two-way contest with Jack Foster, Chairman of the Regina Union Label League.

Six candidates were nominated for the five vice-presidential posts. The five who gained election were: Jack Foster; John H. Reid, Canadian Vice-president of the Bakery and Confectionery Workers' International Union of America; Mrs. Emily Ross, international representative of the United Garment Workers of America; Mrs. Doris E. Dadswell, Secretary of the Toronto Union Label Council; and Mrs. Wanda Cameron, president, Toronto Union Label Council.

All but Mrs. Dadswell were 1955 Vice-presidents; the fifth of last year's Vice-presidents, George Johnston, president, of the Vancouver, New Westminster and District Union Label Trades Council and Vice-president of the Vancouver, New Westminster and District Trades and Labour Council, was defeated.

Secretary-Treasurer Thomas B. Ward was returned to office by acclamation.

Winner of the trophy for the best union label display was the United Garment Workers of America. This year, rather than ask guests to the convention to form the judging committee, the Department appointed as judges four directors of CLC departments. They were: Max Swerdlow, Director of Education; Les Wismer, Director of Legislation and Government Employees; Jack Williams, Director of Public Relations; and Dr. Eugene Forsey, Director of Research.

The Construction Industry in Canada

Construction industry among the most important in the country, last year accounting for about 8 per cent of the nation's total employment. This year, building almost sure to set record, labour shortages likely

The rapid development of Canada's natural resources, the steady growth of its population and increasing industrialization have made construction and the manufacture of construction materials among the most important industries in the country. During 1955, a record year for the industry, employment during the peak period averaged 425,000*—about 8 per cent of total employment in the economy. Expenditure estimates point up even more the significance of the industry: capital and repair expenditures totalled \$5,288,000,000 or 19.9 per cent of the gross national product in 1955.

Plans under way at present, if realized, will provide an even larger volume of new construction in 1956. The strain on manpower and material resources may be a curb to increased construction this year but the total volume of building is almost certain to exceed the record set in 1955.

During 1955, most of the gains in construction were the result of increased housing and institutional building, together with larger government building expenditures, particularly for such projects as the DEW Line and Camp Gagetown. In recent months, however, there has been some change in emphasis in the construction program. A number of large expansion projects in the mining, utilities and manufacturing industries, either in the planning stage or just begun in 1955, are now well under way. The volume of construction work in these fields is expected to be considerably larger this year than last. Repair and maintenance work is continuing at a stable level or showing a slight decline, partly because the rapid rate of new building has put a strain on available manpower and materials.

Employment in the industry reached an all-time high of about 430,000 in August 1955, compared with 390,000 in August 1954 and 409,000 in August 1953, the previous peak. Not only did peak employment increase substantially from 1954 to 1955 but the length of the construction year grew also. In 1954, substantial seasonal reductions in employment began in September, while in 1955 most layoffs did not begin until November. Moreover, the number

registered with the National Employment Service in construction occupations was slightly lower last winter than in the winter of 1954-1955, despite the larger building work force and poor weather conditions in the Prairie and Atlantic regions during a large part of the season.

In spite of the marked increase last year, employment in the industry only partially reflected the rapid increase in the volume of construction, the year-to-year gains being 10 per cent in 1954 and 13 per cent in 1955. Chart 1 shows that while employment and expenditures followed much the same trend from 1947 to 1951, the tendency has been for the trends to diverge since then. Between 1951 and 1955, the volume of construction rose about 38 per cent, while employment increased only 4.5 per cent. There appear to be several reasons for these differences. The proportion of repair and maintenance work, which has a higher labour content than new construction, has declined. Mechanization in the industry has grown, construction methods have improved and contractors have begun using materials requiring less labour. These new methods and materials have been partially responsible for the reduction in working time required for particular projects. The average time required to build a house in 1955, for example, was 6.2 months, the shortest in the post-war period. Labour requirements, therefore, have gradually been shrinking.

The outlook for construction in 1956 is the strongest on record. According to the annual survey of the Department of Trade and Commerce, investment plans for the coming year, if realized, will result in a 19-per-cent increase in the volume of construction. The main stimulus behind this program is the need for new industrial capacity. Most of the anticipated increase is in mining, utilities and government construction and in plant expansion in the chemicals, pulp and paper, iron and steel and other metal-processing industries. Consequently, most of the increase will be in the industrial building and engineering types of construction.

* Labour Force Survey, DBS.

Seasonal Variations

The intensity of seasonal fluctuations in construction has made this industry one of the most important contributors to high levels of winter unemployment in Canada. Because of the nature of the industry, it is difficult to measure accurately employment in construction and consequently to ascertain precisely how many people are usually affected by seasonal fluctuations in the industry. One source of employment data, the Labour Force Survey, shows that almost one-third fewer people are employed in the industry in the slack winter months than in the peak summer and fall months. The extent of employment variation from winter to summer, however, varies a good deal each year depending on the buoyancy of the industry, the types of construction work in progress and the severity of weather conditions. Seasonal variation in the engineering sector of the industry is much more extreme than in the building sector.

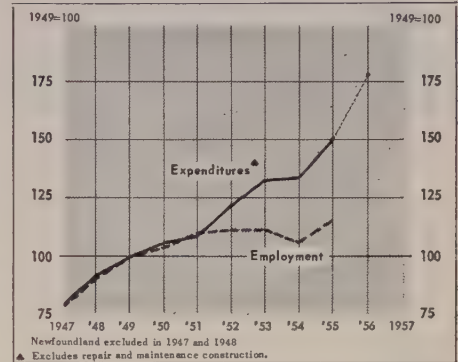
The degree of seasonality differs not only by type of construction work but also from one region of the country to another. This is partly the result of differences in climatic conditions and partly the result of differences in the trend of construction programs characteristic of the different regions.

Seasonal variations are most pronounced in the Atlantic provinces, where for some years a large part of the construction industry has been devoted to engineering work. Seasonal changes are also quite marked in Saskatchewan and Manitoba, because of the severity of the winter. The amplitude of seasonal variation is smaller in Quebec, Alberta, and British Columbia, the smallest being in Ontario.

Seasonal trends in both the Labour Force Survey and the Employment and Payrolls data indicate that the amplitude of seasonal variation in construction employment has been growing during the past five or six years. Together with the increase in the extent of employment variation, there has also been a slight shift toward a later construction season. The spring pick-up in construction employment has been spreading out more gradually during May and June and there has been a tendency for employment to remain near peak levels over a longer period. Seasonal employment declines have not been developing until late in November or early December in recent years.

The federal Government, the construction industry, and other interested agencies have made a concerted effort during the past several years to encourage increased

CHART I—TRENDS OF EXPENDITURES AND EMPLOYMENT IN CONSTRUCTION IN CANADA 1947-1955



Sources: *Private and Public Investment in Canada, Outlook 1956*, Department of Trade and Commerce. *Labour Force Survey*, Dominion Bureau of Statistics.

winter construction and to time construction work so that it will permit the greatest possible volume of finishing and indoor work during the winter months. The Labour Force Survey shows approximately 315,000 employed in the industry during the first two months of 1956, about 20,000 more than during the same period in 1955 and about the same number as in the winter of 1953, a period during which there was a boom in the industry and weather conditions were ideal for winter construction.

Historical Background

The post-war decade has been one of continuous but uneven growth in the construction industry. Between 1947 and 1955 there have been three periods of intensive expansion in the industry, punctuated by short periods of stability or more moderate growth. The increase in the productive capacity of the industry is demonstrated by the fact that the total volume of new capital construction in 1955 was double that of 1947. Although the labour force attached to the industry has not kept pace with the expansion of capacity, average employment in 1955 was about 47 per cent higher than in 1947.

At the close of hostilities in 1945, the backlog of demand for housing, office buildings, schools, hospitals and plants for the manufacture of consumer goods was tremendous. This provided the stimulus for the first round of rapid expansion in construction. During 1947 and 1948, the volume of new capital construction increased by 19 and 16 per cent respectively

from the previous years. Residential construction and the development of new manufacturing plant capacity were responsible for most of the increase in 1947, but by 1948 the building of hydro-electric stations, hospitals, schools, and institutional facilities was also adding substantially to the construction load. Employment in the industry rose from an average of 228,000 in 1946 to 289,000 in 1948, an increase of about 27 per cent.

During late 1949 and early 1950, the rate of increase of capital investment slackened somewhat because the most urgent post-war demands had been filled. This slackening was short-lived. The Korean crisis brought about the second major post-war round of expansion in 1951 and 1952. During these years increases in investment resulted entirely from defence projects or from the expansion of resource development and defence manufacturing industries. On the other hand, capital expenditures on consumer goods and consumer goods industries were restricted to allow for the greater availability of materials and manpower in the defence industries. Employment in construction showed further substantial increases, although these were not nearly so large as in the immediate post-war years; average employment rose from 331,000 in 1951 to 351,000 in 1952. There were substantial increases in construction, in the mining and utilities industries and in such manufacturing industries as iron and steel, transportation equipment, electronic equipment, chemicals, petroleum refining and non-ferrous metal products.

During 1953, there was some decline in the construction of new manufacturing plants but expansion in mining, housing, trade and other service industries continued. Employment in construction continued to rise during 1953, reaching a peak of 409,000 in August. In 1954, the growth in residential and institutional building continued but there was little over-all change in the volume of capital construction between 1953 and 1954 and employment in the industry declined slightly.

The third round of rapid expansion began in 1955. Sustained demand for new housing and consumer durables, together with the beginning of a large number of resource development projects, led off the current boom in construction activity.

Current Construction Trends

Nearly all sectors of the construction industry appear to have been affected to some degree by the recent large increases in capital investment. Employment gains in 1955, however, were relatively larger in

the construction of highways, bridges and streets and in other heavy engineering construction than in the plant expansion sector. Engineering contracts awarded in 1955 were more than double those in 1954 and amounted to about 26 per cent of total contracts awarded for the year. The increase in this type of building resulted from a substantial increase in land development and servicing for building lots, as well as from such large projects as the St. Lawrence Seaway, the opening of the Blind River uranium ore properties, the DEW Line of radar warning stations, the Chibougamau railway lines, Camp Gagetown, hydro-electric and aluminum expansion at Kitamat and at Baie Comeau, the Bersimis hydro-electric development and the trans-mountain gas pipe line from the Peace River district to Vancouver. Work on all these projects will accelerate during 1956.

Increases in the industrial sector have been almost as great as in engineering. Heavy demand for most basic materials is leading to expansion of capacity in the iron and steel, chemicals, aluminum and other metal industries and in the non-metallic mineral products and pulp and paper industries as well. Most of the increases in the industrial sector are concentrated in the Pacific, Ontario and Quebec regions.

Residential construction has continued to be one of the basic employment forces in the economy. Although more than 800,000 new housing units have been built during the past ten years, the demand for new housing has more than kept up with supply. In 1955, continuing the steady growth of the preceding few years, the volume of new residential construction had increased about 20 per cent over 1954; the capacity of the industry has almost doubled since 1946. Large increases in the Pacific, Quebec and Ontario regions in 1955 were partially offset by declines in Alberta and Saskatchewan, but by the end of the year, the number of new housing units under construction was 16 per cent higher than a year earlier. Some decline in starts was anticipated for 1956 but recent changes in the interest rate on loans guaranteed by the Central Mortgage and Housing Corporation may stimulate housebuilding by increasing the supply of mortgage funds. Preliminary statistics indicate that during the early months of 1956 the number of housing starts was about the same as a year before.

It is evident that the 1956 construction program will put a considerable strain on available labour resources. Under normal circumstances, the construction industry

attracts an uneven flow of workers, the net increase varying each year according to the volume and nature of construction work. This year, however, the increase in work volume is so much greater than it has ever been that the industry will have to recruit more than its usual share of workers if the program is to be completed.

Construction workers currently unemployed form the most available source of supply. Statistics released by the National Employment Service (the only information available on the occupational distribution of the unemployed) indicate that although skilled and unskilled construction workers registered for employment in substantial numbers this spring, the total was still 12 per cent lower than a year earlier.

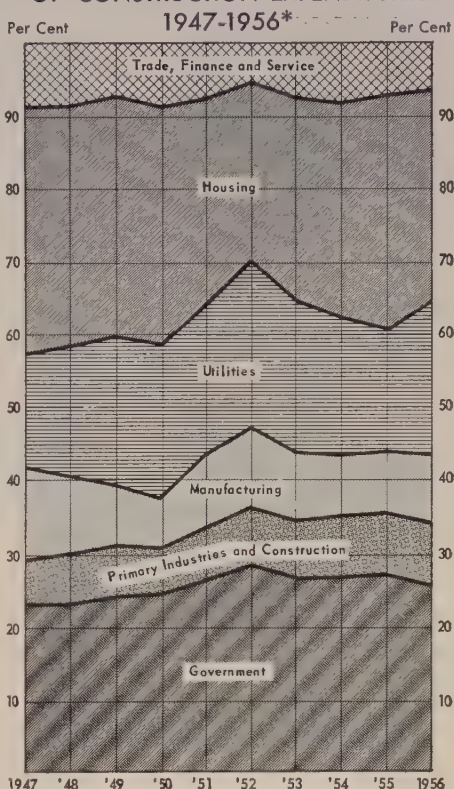
A second source of additional workers is the annual increase in the labour force. The construction industry, on the average, accounts for nearly 7 per cent of total employment. Consequently, under normal circumstances, the industry should draw about the same proportion of all new workers. On the basis of the growth of the labour force in the last few years, this would mean a net increase of some 6,000 to 8,000 workers.

The work forces of other industries also provide a potential source of supply. In the past, the construction industry has been able to expand employment quite quickly when necessary, usually at the expense of the primary industries. It is generally expected, therefore, that as additional workers are required, they will be drawn from agriculture, forestry or mining. Recent reports from various regions express less concern about the supply of construction workers than about the prospective shortage of farm labour and, on the West Coast, the fear is that woods workers will be induced to turn to construction work.

On the other hand, the construction contractor is at some disadvantage when he is bidding against certain industries. Manufacturing firms in particular can offer such advantages as more regular employment and better working conditions. In a period of heavy labour demand from all industrial sectors, therefore, a flow of workers from construction to manufacturing is not unusual. The current pace of expansion in manufacturing, however, appears to be slower than last year, so that pressure on the labour market from this source may be diminished. Consequently, the 1956 building program should not be seriously hampered by shortages of unskilled or semi-skilled workers.

This spring, skilled construction workers were being hired earlier and in greater

CHART II—PERCENTAGE DISTRIBUTION OF CONSTRUCTION EXPENDITURES



*Investment intentions for 1956.

numbers than last year and shortages of carpenters and bricklayers have already been reported in several areas, although general construction activity has just passed its seasonal low point (see accompanying table). Vacancies for carpenters registered with the National Employment Service rose more sharply than in any of the past three years and the number of vacancies for all types of skilled construction workers was more than double last spring's total.

Since the Second World War, and particularly in the past five years, immigration has played a considerable role in augmenting the economy's supplies of skilled construction workers. From 1946 to 1950, approximately 10,000 skilled construction workers entered Canada and from 1951 to 1955, about 35,000 immigrated. The industry is therefore in a relatively better position to meet requirements for skilled workers than just after the war and the intensity of shortages will probably not be as severe in many regions as during the sharp employment expansion phases of 1947-1948 and 1951-1953.

JOB VACANCIES REGISTERED AT NES OFFICES IN SELECTED CONSTRUCTION OCCUPATIONS

	Canada		Atlantic		Quebec		Ontario		Prairie		Pacific	
	May 10 1956	May 12 1955	May 10 1956	May 12 1955	May 10 1956	May 12 1955	May 10 1956	May 12 1955	May 10 1956	May 12 1955	May 10 1956	May 12 1955
Bricklayers.....	231	60	64	.....	30	10	71	24	49	18	17	8
Carpenters.....	799	393	167	90	128	71	169	120	133	66	202	46
Cement Finishers.....	64	24	.....	2	11	8	21	5	28	6	4	3
Painters.....	453	247	45	16	116	56	65	106	97	58	30	11
Plasterers.....	49	63	21	11	1	14	6	29	10	6	11	3
Plumbers.....	138	69	54	11	27	14	27	9	14	15	16	20
Total												
Skilled.....	1,919	982	370	136	367	201	436	337	443	196	303	112
Unskilled.....	2,916	1,058	166	196	222	90	989	366	1,311	338	228	68

SOURCE: NES Offices.

Shortages are certain to be more severe in some areas than in others. One of the features of this year's construction program is the increasing amount of activity in out-lying areas, where local labour supplies are virtually non-existent. This, of course, complicates local recruiting problems.

Even at the seasonal high point there are bound to be differences in the degree of shortage in various regions. Because of the relatively lower level of per-worker investment in the Maritimes (see Chart 3), relatively few recruitment problems are likely to develop in this region, the scarcities becoming more marked as one moves towards the Pacific coast. Early reports in 1956 seem to substantiate this view.

Material supplies may be a more significant limiting factor in the construction program this year. Shortages of steel and cement were already causing some construction delays during 1955 and the larger program planned for 1956 is bound to aggravate the situation. There are already indications that some job starts were delayed this spring because of steel shortages.

Cement capacity has been increasing rapidly—by 12 per cent in 1955. A further 10-per-cent increase is expected in 1956. One new plant is expected to be in operation by June of this year but unless other new plants now being constructed are also completed fairly early in the season there will undoubtedly be some delays caused by cement shortages.

Steel shortages present even greater difficulties. If, as is expected, the iron and steel plants operate at capacity throughout 1956, domestic production should be about 5 per cent greater than in 1955, since iron and steel plants did not begin working at capacity until the second half of last year.

It is unlikely, however, that exports of iron and steel will increase this spring as they did last and, although imports of iron

and steel have been increasing rapidly during the past few months, the supply of steel, particularly structural steel, available from outside sources will be limited by the strong competitive demand in both Europe and the United States.

The new iron and steel capacity now planned will not be in operation in time to benefit this year's supply. With the limited increase in available materials and the very large increase in construction planned, it seems very likely that material shortages will cause a substantial number of slowdowns and delays in this year's construction program.

The Regional Picture

The construction industry shows marked differences from one region of Canada to another. Economic, climatic and geographic variations throughout Canada affect conditions in the industry in the various regions.

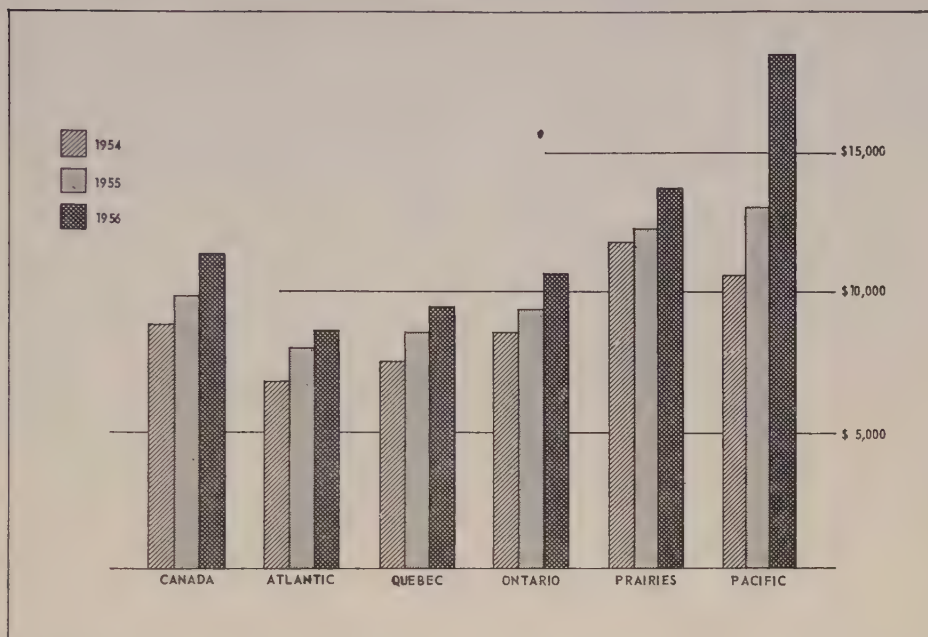
A brief outline of the situation in the construction industry in the five regions of Canada follows.

The Pacific Region

The most rapid economic growth between 1954 and 1955 was in the Pacific region. Investment in new construction rose by 35 per cent from \$351.1 million in 1954 to \$474.3 million in 1955 and a further spectacular rise of 55 per cent is forecast for 1956, bringing the total to \$732.9 million. Even in absolute terms, the 1954-1955 growth in construction in the Pacific region was third highest in Canada and is expected to move up to second place in 1956, exceeded only by Ontario.

SOURCES: This analysis is based in part on DBS survey reports of public and private investment intentions. Additional information was obtained from reports of local labour market conditions submitted monthly by officers of the National Employment Service, statistical reports of the Dominion Bureau of Statistics and other pertinent reports from federal, provincial and municipal governments as well as from non-government sources.

CHART III—CONSTRUCTION EXPENDITURES REGIONAL COMPARISON
(Dollar Expenditures Per Worker)



Sources: *Private and Public Investments in Canada*, Department of Trade and Commerce. *Labour Force Survey*, Dominion Bureau of Statistics.

NOTE: Expenditures are actual 1954, preliminary actual 1955, intentions 1956. Labour force estimates are first quarter averages.

The most rapid rate of growth in construction investment in 1955 occurred in the primary industries, followed by housing and manufacturing. A somewhat different pattern is now developing. Utilities construction work, which accounted for about 20 per cent of total building in 1955, is expected to rise sharply and to comprise about 36 per cent of all new construction in 1956. On the other hand, housing activity, which was strong in 1955 and amounted to about 35 per cent of the total, will probably decline slightly and account for only about 22 per cent of new construction in 1956.

Further year-to-year gains are expected in manufacturing, institutional and government building but the proportion of each of these sectors to the whole is expected to remain about the same. Construction of trade and service facilities, after declining between 1954 and 1955, is expected to rise during the coming year.

It is interesting to note that since 1954 all of the increase in investment expenditure has been on projects outside the metropolitan areas. In Vancouver, construction investment declined in 1955 from the previous year and a further drop is expected in 1956.

Among the major multi-million dollar projects in the 1956 investment program are the natural gas pipe line extending across the province; the smelter expansion and community development at Kitimat; and various hydro-electric developments and pulp and paper mills at Port Alberni, Port Alice and Powell River. Commercial development is also continuing at Vancouver.

The strong demand for labour this year has been reflected in decreases in the number of persons registered for employment. In skilled construction occupations, the number has been substantially lower than a year earlier and vacancies have been significantly higher in every month since October 1954. This has also been the general trend for unskilled labour since January 1955. Registrations of carpenters, painters and other key skills showed the greatest decreases.

Since the volume of construction in 1956 is expected to be markedly greater than in 1955, more intense shortages of various construction skills are anticipated. During the peak construction season, in fact, it is likely that most major construction skills will be in short supply. In certain outlying areas, recruiting difficulties will be

aggravated by the fact that living accommodation for the workers will be hard to find. On the other hand, the high pay and overtime opportunities in the industry, as well as the prospect of steady employment throughout the summer, may draw skilled workers from other industries and in particular from forestry and agriculture.

The Prairie Region

The Prairie region recorded vigorous economic expansion in 1955. Resource development highlighted this expansion and provided an impetus to production and employment in several industries, including construction, which was already at a very high level at the beginning of the year. Total public and private investment in new construction in the Prairie Provinces reached an all-time record of \$918 million in 1955, an increase of 9 per cent over 1954. Average construction employment in 1955 was virtually unchanged from the previous year at 102,000.

In 1956, construction activity is expected to show a rise which, if realized, would make this year the strongest on record. According to the investment survey, anticipated expenditures on total construction show year-to-year increases of 19 per cent in Manitoba, 5 per cent in Saskatchewan, and 21 per cent in Alberta. In 1955, Alberta accounted for almost all the year-to-year increase in construction expenditures in the Prairie region but in 1956 the pattern of investment is more widely dispersed. There is also evidence of a further shift in emphasis this year, from residential to non-residential construction.

Engineering construction continues to dominate the picture in the non-residential sector. In 1955, the value of engineering construction in the Prairie region totalled \$413 million compared with \$176 million for industrial, commercial and institutional building combined. Engineering construction also accounted for almost the entire increase in investment between 1954 and 1955 and it appears that this trend will be repeated in 1956.

Some of the major engineering projects planned for 1956 include a new multi-million dollar steam electrical generating plant at Estevan, Sask., a \$30 million pipeline to carry liquid and gas hydrocarbon hydrates from Alberta to Winnipeg, further work on the natural gas pipeline from the Peace River to the West Coast, and the beginning of the Trans-Canada gas pipeline. In addition, many miles of feeder lines and gathering systems, oil refineries, gas plants, oil and gas pumping stations and storage tanks will be constructed during the year.

There are indications that the volume of residential construction will be slightly smaller this year than last in each of the three Prairie Provinces. During 1955 there was renewed strength in residential building in the Prairies but the increase lacked the momentum that featured the rise in house-building in other regions, and continues to lag behind the national average in the number of new dwellings constructed per thousand population.

Residential construction, however, remains one of the basic employment strengths of the Prairie construction industry. The present housing program has been heavily concentrated in the larger towns and cities and especially on the outskirts of metropolitan areas. Calgary, Winnipeg and Edmonton accounted for more than half the housing starts and completions last year, a slightly higher proportion than in the previous year.

Shortages of skilled tradesmen developed in some areas during 1955 but the labour supply, in general, was adequate. In the summer of 1955, Calgary reported shortages of bricklayers, tilers, painters, plasterers and finish carpenters and Winnipeg reported a shortage of bricklayers. Scarcity of these tradesmen, however, did not appear to have caused serious delays. Labour supplies may be tighter this year and, together with slow deliveries of material, may be a limiting factor on the extent of the increase in construction work in 1956. In the past few years, demands for unskilled labour have been met, in part, by agricultural workers. A continuation of this trend may result in a serious shortage of farm labour during the coming summer.

Ontario

Ontario is sharing in the rapid expansion of the Canadian construction industry. Growing demand for industrial production, together with rapid population growth in this region, necessitated expansion in manufacturing capacity, utilities (particularly hydro-electric power), housing, roads, streets and sewers. The general upturn in economic activity in 1955 initiated a rapid rise in investment. Total construction expenditures in Ontario in 1955 totalled \$1,842 million dollars, an increase of 8 per cent over the previous year. The increase was also reflected in a rise in employment. One estimate indicates that on the average about 190,000* were employed in the industry during 1955, compared with about 180,000 in 1954.

*The Construction Industry in Canada, DBS.

Plans under way for 1956, if realized, will bring an even larger increase in the value of construction work this year. Anticipated expenditures for 1956 are 18 per cent above last year's actual investment. Although some of this increase in dollar value may be the result of increased costs, there will undoubtedly be a substantial increase in the actual volume of construction, if materials and labour are available.

The pattern of growth in the industry is proceeding along somewhat similar lines as those in the less heavily industrialized areas of western Canada. Housing accounted for more than half the increase in construction in 1955; the remainder of the increase was in institutional and government building. Although further increases are anticipated in housing, institutions and services, industrial and engineering construction are expected to play a more significant role in the expansion of the industry for 1956 as a whole.

Planned construction expenditures in the utilities industries are about 50 per cent higher than actual expenditures in 1955; in the primary industries (chiefly mining) they are 30 per cent higher and in manufacturing almost 40 per cent higher. These three sectors of the economy accounted for about 30 per cent of actual construction expenditures in 1955 but they are expected to account for approximately 70 per cent of the year-to-year increase.

The larger engineering projects now under construction include the St. Lawrence Seaway, hydro-electric developments connected with the Seaway and at Niagara Falls and development of the Blind River uranium ore sites. These, along with increased expenditures on roads, streets and services for new residential and industrial sites, will bring a heavy demand for construction workers and materials this year.

In manufacturing, expansion to be undertaken in 1956 is concentrated in the heavy industries. The iron and steel, chemicals, petroleum, non-metallic minerals and non-ferrous products industries anticipate the largest increases. Some of the major jobs planned include expansion at Dominion Foundries and Steel in Hamilton, construction of new pulp and paper mills at the Lakehead and additional refinery and chemicals capacity at Sarnia.

The broad geographical distribution of construction during 1955 resulted in a strong demand for most types of construction workers throughout the region. Except for Hamilton and Ottawa, however, shortages were not evident until the late

summer, when bricklayers and carpenters were in short supply in nearly all local areas. Engineers were also scarce in Ontario because of heavy demand from the St. Lawrence Seaway and hydro-electric power and other major projects.

With a heavier construction program planned for this year, shortages of all types of construction workers are likely to be more serious. Registrations for employment in construction occupations remained much lower in Ontario all this winter and spring than last year and vacancies increased much more rapidly than usual. Because of the wide dispersion of the construction program throughout the region, shortages are likely to be felt in nearly all local areas. The St. Lawrence Seaway and the Blind River project may continue to draw workers away from other centres.

Quebec

In Quebec, the increase in construction activity provided the same strong stimulus to employment as was evident in most other parts of the country. Although the construction industry accounts for only 8 per cent of total employment in the region, it was responsible for 16 per cent of the total increase in employment last year. About half the construction workers in the region are employed in Montreal and Quebec and it was in these cities that four-fifths of the increase occurred. The rise was about equally divided between the engineering and building types of construction.

The value of construction spending increased by about 12 per cent from 1954 to 1955 and is expected to increase by a further 9 per cent during 1956. As in other regions, however, the pattern of investment is changing. In 1955, housing activity accounted for about 35 per cent of total construction; in 1956 there will be a slight increase in housing but it will account for only about 30 per cent of the total. Institutional services and government departments accounted for about 28 per cent of construction spending in 1955; this year they are expected to account for less than 25 per cent.

On the other hand, construction activity in the utilities, which declined between 1954 and 1955, is expected to rise sharply in 1956. The proportion of the total program devoted to this sector is expected to rise from 14 per cent in 1955 to about 20 per cent in 1956. Some expansion is also anticipated in construction in the primary industries. Construction of manufacturing facilities will comprise about the same proportion of the expanded 1956 program

as of the 1955 total. The greatest expansion is expected to be in the paper, chemical and non-ferrous metal products industries and moderate expansion is expected in textiles.

The main projects scheduled for 1956 are the St. Lawrence Seaway and hydro-electric development and the Beattyville Chibougamau railway. These, together with expansion of the aluminum industry, hydro-electric development in the Saguenay and Lake St. John districts, building of chemical plants at Shawinigan Falls and Valleyfield and new paper mills at La Tuque and Thurso, suggest that a substantial portion of scheduled expansion will be carried on in the outlying areas rather than in Montreal and Quebec. A number of workers for the St. Lawrence Seaway, however, will probably be recruited from the two large cities.

Labour shortages are expected to develop when all the scheduled projects are underway. In 1954, there was a slight shortage of plasterers in August and of bricklayers between August and October. In 1955 there were shortages of skilled workers in the same categories by June; these became acute in July and did not taper off until early in December. Construction tradesmen were in tight supply in Montreal and Quebec and shortages of some skilled occupations developed in a number of outlying areas as well. For example, there were shortages of carpenters, bricklayers and plasterers at La Tuque when the construction of a paper mill for the Canadian International Paper Company, a turbine for the Shawinigan Engineering Company and a housing development were all under way.

In the region as a whole, unfilled vacancies for bricklayers and plasterers are more numerous this spring and registrations for employment fewer than a year ago. This suggests that shortages of skilled workers in these categories may again become acute during the coming season.

The Atlantic Region

Investment in new construction in the Atlantic region reached a new peak of \$294,000,000 during 1955. For the region as a whole, this figure was about 22 per cent higher than a year earlier. When related to population, however, investment in the region during 1955 was still substantially less than the national average. Nevertheless, the construction industry played a key role in keeping industrial employment as high as the year before, for the expansion in job opportunities for

construction workers was somewhat greater than the decline in manufacturing employment.

In 1956, construction activity is expected to be more vigorous than at any time in the post-war period. According to the investment survey, expenditures on new construction will be higher than last year by 11 per cent in Newfoundland, by 5 per cent in Nova Scotia, and by 24 per cent in New Brunswick. The increase in investment spending will be unevenly distributed among the major sectors of the industry.

As in 1955, housing is responsible for much of the over-all strengthening in construction activity this year. In 1955, the number of housing units started and completed exceeded those of the previous year by about 27 per cent. The investment survey indicates only a slightly smaller increase for 1956. Additional evidence of a rise in housing construction this year stems from the greater carryover of buildings in progress at the beginning of the year as well as a substantial increase over last year in the value of contracts awarded for residential construction in the first three months of 1956. Many of the larger housing projects planned for this year are for military personnel. At Gagetown, N.B., for example, preparations are being made for the construction of 450 housing units, the first of 1,400 to be built at the Army camp. At present, 100 housing units are being constructed for Navy personnel at Shearwater, N.S., and as soon as weather conditions improve, construction will begin on other National Defence contracts, such as 500 housing units for the Air Force at St. John's, Nfld., and 110 housing units for the Air Force at Moncton, N.B.

Industrial construction in the Atlantic region was at a very low level during 1955 but shows signs of strengthening this year. Recent announcements that the construction of a manganese refining plant and a pulp and paper mill would begin this year suggest that construction labour requirements will be heavier this summer than in recent years. Construction of the \$50,000,000 pulp and paper mill at Lepreau, N.B., is scheduled to get under way during May; the building of a \$20,000,000 manganese plant at Woodstock, N.B., is not expected to begin until late this summer.

Engineering construction during the current year will be supported by the expansion of industrial facilities, the largest of which are the \$50,000,000 hydro-electric plant at Beechwood, N.B., and a \$30,000,000 oil refinery at Imperoyal, N.S. Construction began in 1955 but each of these

projects already employs close to 1,000 workers. The volume of road and highway construction undertaken this year is not expected to differ substantially from last year.

While the outlook for the construction industry as a whole is the strongest on record in the Atlantic region, no serious labour shortages are anticipated. It appears likely, however, that because of the heavy concentration of construction in some areas, scarcities of specific skills may occur. Of the four provinces in the region, New Brunswick and Newfoundland will

exert the strongest pressures on the labour market. In Newfoundland much of the construction will be confined to the St. John's area.

For the region as a whole registrations for employment differed little from 1954 to 1955, despite the sharp year-to-year increase in the volume of construction. Vacancies were about 25 per cent higher at the seasonal peak but still represented a smaller proportion of the labour force than in any other region of the country. It appears unlikely, therefore, that serious labour shortages will develop this summer.

Laval University's 11th Annual Industrial Relations Convention

Paradox of unemployment in period of economic expansion examined by ten prominent speakers under the general theme "Employment Stability"

Laval University's eleventh industrial relations convention, held at Quebec on April 16 and 17, dealt with the problem of stability in employment.

During the two days of discussion, some 400 heads of business concerns, union leaders and labour officials examined the paradox of unemployment in a period of

economic expansion and heard ten speakers discuss various aspects of the problem.

Among other subjects, the speakers analysed the mobility of labour, the various types of unemployment, the effects of unemployment on social structure and public and private policies with regard to stabilization measures.

Opening Addresses

Gérard Tremblay

"Employment stability," said Gérard Tremblay, Director of the Department of Industrial Relations, Faculty of Social Science, in his opening address, "is linked with the urgent need for society to keep the worker in possession of his means of livelihood, and, in this world in which material goods are acquired by the means only through remunerative work, to ensure the worker of the stability of this work."

Mr. Tremblay, who is also Quebec's Deputy Minister of Labour, stated that social considerations are becoming fashionable in industry.

"A great many heads of business enterprises," he said, "are no longer concerned about profits only; they are concerned about the service rendered society by the development of our natural resources and their conversion into producers' or consumers' goods. Fear of communism and an awakening to the consciousness of their

responsibilities have led many employers to take a more humane view of the economic system. The idea of the community of labour is gaining ground."

He added that the worker wants stability of income, and that this stability comes from work, from the guaranteed wage, from unemployment insurance, from sickness insurance or from the retirement fund.

"But our workers are fine people," he said; "they would rather have security of income come from stability than from any other palliative."

Msgr. Alphonse Marie Parent

The opening address of the Rector of Laval University, Msgr. Alphonse Marie Parent, who was unable to be present, was read by Jean Marie Martin, Dean of the Faculty of Social Science.

In his message, Msgr. Parent stressed the role of the university, emphasizing, among

other things, the fact that the university is not an organization for action intended to enter the lists in those disputes which too often divide the various classes of society.

Economic Prosperity and Employment Instability

Charles Lemelin, Secretary of the Department of Economics, examined the paradox of unemployment and instability of employment during a period of prosperity.

Noting that this condition has existed in Canada since the Second World War, Mr. Lemelin pointed out that it is one of the effects of progress, and also a phenomenon largely responsible for the curbing and fluctuating which are impeding the march of progress.

He said that "industrialization implies a closer interaction both between the sectors of the economy and the various geographical regions. Moreover, the investments required are in themselves irregular and erratic.

"In a system of free economy," said Mr. Lemelin, "we must conciliate particularism and planning, and ensure that constant vigilance and close collaboration exist on the part of the state at all levels, as well as on the part of those groups of individuals which make up the private sector of the economy."

Viewing the effects of industrialization on the structure of the labour market, he suggested that investments affect the stability of employment and that the necessary adjustments are not always made without friction.

Mr. Lemelin showed the function of the government in the economy as well as that of private concerns, particularly of businessmen responsible for the management of large companies.

"After ensuring the immediate welfare of the workers in their jobs and setting up a hiring system suitable for the current

"The university is intended rather to enlighten and to guide those who wish to follow in the wake of its light and its teaching. It has no other ambition," he said, "than to serve and to help safeguard social peace."

needs of the firm," he said, "the planning of investments and the locating of competent labour must be considered at the research stage. Plans should never be carried out unless they have been completed by an explicit and serious study of the effect such plans may have on the labour market."

Concluding, Mr. Lemelin pointed out that economic stability does not imply the guaranteed absence of disturbances caused by the influence of unforeseeable factors, and that it must not be confused with security or with stagnation.

During the panel discussion which followed this first lecture, it was pointed out that the small concern does not have much influence in the field of stability, but that associations of small concerns working together can play an important part.

It was also stated that if economic developments are brought about mostly by large companies, we should not come to the conclusion that small enterprises are disappearing.

Answering a question from the floor as to whether unions are prejudicial to the small business, the Rev. Gérard Dion, Assistant Director of the Department of Industrial Relations, said that unions, in their tactics and policies towards small concerns, have not always showed the discretion necessary. He stated, however, that we are sometimes tempted to blame unions when management itself is responsible for the trouble. He also pointed out that unions have often helped small concerns.

Structural and Cyclical Unemployment

René Tremblay, professor in the Department of Economics, explained the nature and causes of structural and cyclical unemployment and suggested certain remedies.

He defined cyclical unemployment as general, long-term unemployment during periods of economic depression, and structural unemployment as the result of changes either in production techniques or in the structure of the total demand for goods and services.

Among the factors responsible for cyclical unemployment, Mr. Tremblay mentioned: "The durable nature of capital goods, which cannot be produced indefinitely at the same rate; the complementary nature of these goods; psychological factors favourable to projects which are subject to highs and lows due to varying circumstances; changes in the rate of consumer credit, in the weather in the case of agricultural products, in foreign market condi-

tions in the case of exports, in borrowing conditions in the case of public bodies, etc.

"Under such conditions, it would require very unusual good luck for the total production of a country to enjoy a steady flow, even if the long-term trend is towards expansion," he said.

Turning to structural unemployment of the technological type, Mr. Tremblay ascribed it to changes in production conditions which reduce the number of workers needed to produce the same amount of goods.

The other type of structural unemployment stems from changes in the structure of demand, either due to changes in taste, in the nature of the products, in the order of preference due to advertising, etc.

While cyclical unemployment seems to the speaker to be the result of a difference between the growth of the active popula-

tion and the general production level of a country, structural unemployment is "the unfortunate result of economic progress itself or of the free choice of the consumers".

Referring to the steps meant to cope with the problem of laxity of production, Mr. Tremblay said:

If it is the population which is increasing too rapidly in relation to maximum possibilities of production, then we will have to revise our immigration policy.

If it is national production which is not developing in relation to the population, then we will have to find out what factors are slowing up national production.... Any steps tending to eliminate these physical obstacles and to increase the occupational and spatial mobility of the workers will enable us to increase national production.

Mr. Tremblay felt that the policy of employment stabilization is first and foremost a responsibility of the state.

Seasonal Unemployment

Jean Marie Martin, Dean of the Faculty of Social Science, stressed the features of seasonal unemployment and suggested several remedies to reduce its scope and even to eliminate it entirely.

Mr. Martin defined seasonal unemployment as the momentary decrease or even disappearance of employment occurring periodically from year to year in a particular sector of economic activity and lasting for a more or less extensive period of time, but nearly always at the same time of the year for a given geographical region. This unemployment, he said, is particularly characterized by the following features:—

It recurs from year to year, nearly always at about the same time;

It is temporary;

It is partial in that it only affects definite sectors of industrial and business activity;

It can be geographically limited;

It varies in length and intensity in relation to the economic sectors it affects;

It does not show up at the same time in all these sectors and regions;

It may happen only on a local level, but it can also be regional and even national;

It does not affect all classes of workers to the same degree;

It exists independently from economic conjuncture, but the present state of the

conjuncture can affect its intensity and its duration.

Referring to an investigation by the National Employment Advisory Committee, the speaker said that about 20 industries are especially affected by seasonal unemployment in Canada. In 1953, he pointed out, these industries employed 1,013,400 persons, 231,600 of whom could be considered as seasonal workers.

What are the remedies for seasonal unemployment? Mr. Martin mentioned the need for a balanced industrial structure and for the existence of compensating seasonal industries within the same economic region.

Mr. Martin also mentioned as some of the most important and most effective remedies: "Technical developments in production and distribution; an awakening of public interest in the individual and group measures to be taken to reduce and to eradicate seasonal unemployment; and, finally, the grouping together of the efforts of all individuals and of all institutions concerned—employers, employees, organizations of employers and of employees, associations of all kinds, governments and public bodies—in order to lessen the scope of this unemployment, and, in some sectors of economic activity, to eliminate it entirely."

Frictional Unemployment

Jacques St. Laurent, professor in the Department of Industrial Relations, examining the problems of frictional unemployment, came to the conclusion that if it is probably humanly impossible to eliminate

it entirely, it is nevertheless possible to adopt some measures to lessen it.

"To speak of frictional unemployment," he said, "is to study the ease or the lack of ease with which the unemployed go

from one labour market to another, whether these markets are limited to the quality of the work or to the geographical locality where it is available."

The speaker felt that frictional unemployment presupposes employment offers not all taken up, even when there are some men out of work who could accept them.

Among the factors which prevent the unemployed from accepting suitable offers of employment, Mr. St. Laurent mentioned:—

Incompleteness of information methods;

Non-concordance of the time element in unemployment and employment periods;

The need for complementarism in production factors;

Uncertainty inherent in mobility;

Ever-increasing specialization of work;

Combination of psychological and social factors rooting labour to a community from which it is uprooted with great difficulty.

Mr. St. Laurent stated that it is possible, however, to lessen frictional unemployment, and suggested four remedies:—

Promote information on the state of various labour markets;

Enable labour to go from one occupation to another either by improving the regulations in this connection or by so educating

the workers that they will be able to meet the needs of several occupations;

Direct industries to operations and to cities where there is a labour surplus;

Promote technological experiments which, by lessening the amount of work needed to acquire a given living standard, reduce the possibilities of frictional unemployment.

During the forum, at the end of the first day, René Tremblay was called upon to speak on immigration in relation to employment stability. He suggested that a distinction must be made between the long period, when immigration is certainly favourable to increased production, and the short period, when the type of immigrants is very significant. So it is, he explained, that the arrival of immigrants in sectors where labour is scarce favours the nation's economy.

To another question on the effectiveness of industry in remedying unemployment, Mr. Tremblay specified that the primary responsibility falls on the state. The decisions arrived at by private enterprise, he said, are in its own interest, and it is very difficult to change its behaviour. Only the state, he added, can affect the whole economy and thus lead it in the desired direction.

Sociological Implications of Under-Employment

The underlying causes of the obstacles to the mobility of labour, both on the part of social structures and of the workers' personalities, were the main features of the analysis made by Fernand Dumont, Secretary of the Department of Sociology of the Faculty of Social Science.

Economic growth, as well as the different types of unemployment, entail a necessary mobility of labour, said Mr. Dumont.

Stressing that under the impact of technological progress there is a gradual shifting of the population from the primary sector (agriculture, forests, mines) to the secondary sector (industry) and the tertiary sector (services), the speaker stated that this movement is made comparatively easier by the attraction of social promotion.

But, he pointed out, it is within each sector that a major problem arises; the cultural standards, that is to say, the mental habits, the system of values peculiar to a given environment which are used as terms of reference for the individual who lives in that environment, change less rapidly than technology.

Mr. Dumont concluded that there is a more intimate bond between the worker

and a definite system of trades, that is to say a specific factory. This is where, he pointed out, we find the fundamental obstacle to professional and geographical mobility.

Turning to the problem on the personality level, the speaker pointed out that mobility calls for a redefinition of personality, while the development of technology, through its dynamic nature, implies the very opposite.

Mr. Dumont concluded with a few possible cures from the sociological point of view. With regard to social structures, he advocated a revaluation of primary groups, such as the family, capable of partially replacing the affective ties which block mobility. He especially stressed the need for the worker's direct participation in the whole of society: only this participation is capable of broadening the criteria by which the worker determines his social sphere. As to personality, the speaker stressed the importance of revaluating apprenticeship.

"Essentially," he said, "the question is to find out whether the worker who goes from one factory to another on account of unemployment will always witness the

deterioration of both his status and the terms of reference which have for years been the basis of the very vitality of his personality, or whether, on the contrary,

having a wider technical culture, he will be able to define himself as a *homo faber* in a broader system of reference than that of a specific factory."

Canadian Experience: The State

Pierre Harvey, professor of Political Economy at the School of Higher Commercial Studies in Montreal, analysed Canada's employment policy following the Second World War and concluded that perhaps the state has "relied too much on an over-all policy of budgetary surpluses and deficits when unemployment or over-employment were centred in certain parts of the structures".

Without questioning the sincerity of the efforts made by the Government to attain the highest possible degree of employment, Mr. Harvey stated that in the face of the problems arising from short-term factors, "the state may have adhered too long to a prejudicial doctrinal orthodoxy".

Adding that forecasts too pessimistic at times and then too optimistic, have seldom

come true, the speaker stated that the state was a long time acknowledging that seasonal variations could not explain all of the unemployment, at least in certain peak periods.

Mr. Harvey also charged that the Government's immigration policy was partly responsible for unemployment from 1947 to 1952.

On the financial and monetary level, he noted a lack of co-ordination between a contra-cyclical budgetary policy and a policy of easy money, and stressed that the whole commercial policy seems to have revolved around long-term views, sometimes at the expense of real difficulties, at least in certain sectors.

Canadian Experience: The Private Sector

Three speakers discussed the problem of employment stability in the private sector: Eugène Forsey, Research Director, Canadian Labour Congress; R. B. MacPherson, Research Director, Dupont of Canada Limited; and W. M. Berry, Executive Vice-President, Primary Textiles Institute.

Dr. Eugène Forsey

To Dr. Eugène Forsey, Director of Research of the Canadian Labour Congress, the most striking fact in the present economic situation is "the not so peaceful co-existence of an unprecedented prosperity and of an unemployment problem much greater than it was at the highest point of our previous prosperity peak".

In his short address, Dr. Forsey gave ample statistics showing the lag between the employment and the production indices since 1953.

In January 1956, Dr. Forsey noted, the production index was 11.7 per cent higher than in January 1953, but the number of unemployed was 51.3 per cent higher than in 1953.

R. B. MacPherson

The fundamental problem facing the chemical industry in Canada in the years ahead will not be unemployment "but a chronic and serious labour shortage," said R. B. MacPherson, the Director of Research of Dupont of Canada Limited.

Mr. MacPherson said that the output of the chemical industry two decades hence will be three and one-half times its present volume and that the working force of the industry will have to double. The nation's labour force, he added, is not likely to be expanded by more than 50 per cent during the same period.

After outlining the problems related to growth, Mr. MacPherson said that in order to minimize the magnitude and duration of temporary disturbances, it is necessary "to encourage mobility and to reduce frictions and rigidities". Equally important, he added, the continued growth of employment and incomes is dependent upon the encouragement of an even more rapid growth of manufacturing industry.

W. M. Berry

The Executive Vice-president of the Primary Textiles Institute, W. M. Berry, presented an interesting study on the experience of that industry in employment stability.

Following an analysis of the nature and values of employment in the textile industry, he examined the causes which brought about the unemployment of 15,000 persons in the last few years.

"The basic cause," he explained, "is a structural change in the position of the Canadian industry, a sharp rise in the intensity of competition from imports, a

marked reduction in the share of the total market supplied by Canadian workers, as a result of national trade policies."

Concerning the steps to be taken to cope with unstable employment, the speaker suggested that it is a function of industry management to "preserve and advance the welfare of their organizations".

Employment Stability and Common Good

"Without previous planning, it is impossible to co-ordinate economic agents within the political society so as to harmonize their activities and to make them contribute steadily to the prosperity of all," said Maurice Tremblay, Director of the Department of Political Science, Laval University, at the closing banquet.

The speaker emphasized, however, that such planning is not of the socialist but rather of the democratic type.

"Of course this planning adopts itself to the nationalization of certain industries in exceptional cases," he explained, "of course it implies public control of certain essential services and imperative regulation of private sectors of the economy to make them abide by certain standards and avoid certain injustices and abuses. Its main characteristic, however, is that it respects the producers' and consumers' freedom of decision within a free market and tends to co-ordinate the activities of the private sector of the economy not through authority but by indirect guidance, mainly by means of its monetary and fiscal policy, asking moreover, that the people and the large private organizations freely co-operate in some of its public interest programs."

Mr. Tremblay denied that such planning would lead us directly to socialism and totalitarianism.

It follows, added Mr. Berry, that there must be, in any good management, a degree of vision in forward production planning "to take operations through anticipated slack seasons, to protect the valuable composite of skills in the working force, to be able to supply the market expeditiously as volume returns, and to secure the best rate of utilization of the investment".

"On the contrary," he stated, "I see in it the necessary guarantee and complement of authority to our increasingly inter-dependent liberties. My only regret is that such a policy cannot be extended to the whole world and applied to all humanity."

The closing dinner, which was attended by some 500 guests, was under the chairmanship of Gérard Tremblay, Director of the Department of Industrial Relations, who introduced the speaker.

In the first part of his talk, the speaker emphasized the need for a co-ordinating authority, a distinct and necessary function in any society.

"If convergence of the wills of the associates to a common end can be obtained without constraint by the authority, it is impossible to assure the co-ordination of their activities to that same end without direction from the authority," he said.

"Any society," he added, "inasmuch as it consists of a gathering of persons united with a view to co-operation in achieving a common goal, therefore implies, by its very nature, an authority which, from all the co-operation systems capable of achieving this goal, chooses that which seems the best and obliges all the members to abide by it."

Oshawa Local Labour Councils Merge

Oshawa and district's two local labour councils merged early in May. They were among the first groups to do so following the amalgamation of the Trades and Labour Congress and the Canadian Congress of Labour in April.

The Oshawa and District Labour Council (CCL) and the Oshawa and District Trades and Labour Council (TLC) merged and

applied for a charter from the Canadian Labour Congress.

The name, Oshawa and District Labour Council, has been presented to the Congress for approval.

The President of the newly formed group will be Ralph Cooke; Vice-president, Elwood Elliott; and Secretary-Treasurer, G. H. Wesson.

Conference on Prevention of Work Accidents in Government Departments, Crown Agencies

Department of Labour and Civil Service Commission joint sponsors of one-day session called to focus attention on causes and prevention of accidents in government service. Accident prevention plans described

The need to realize that nearly all accidents can be prevented, the necessity for accident prevention programs to have the whole-hearted support of top management officials if they are to be effective, the importance of making it clear who is to be held responsible if accidents occur, and the vital part played in any safety program by careful reporting and recording of accidents—these were some of the main points emphasized by a number of speakers at the first Conference on the Prevention of Work Accidents in Government Departments and Crown Agencies, held last month under the joint auspices of the Department of Labour and the Civil Service Commission.

The conference was attended by about 100 representatives from 30 government departments and eight Crown agencies.

George V. Haythorne

The morning session of the one-day conference opened under the chairmanship of George V. Haythorne, Assistant Deputy Minister of Labour. In his opening remarks Mr. Haythorne said the object of the meeting was to focus attention on the causes and prevention of accidents in the federal service. The Department of Labour, with the support of the Civil Service Commission, was trying to create a greater awareness of the hazards that existed, he said. The role of the Department, however, was that of co-ordination and assistance only. The direct responsibility for taking means to reduce accidents of necessity lay with the various departments and agencies concerned.

George G. Greene

When the Government Employees Compensation Act first came into force in 1918 only a minority of the federal government employees were affected by its provisions, said George G. Greene, Director of the Government Employees Compensation Branch. Later amendments had brought more and more people under the Act, however, and now all such employees were covered. In recent years, he said, claims had grown, until last year there had been

16,062 claims, compared with 10,165 in 1947-48.

The total amount of claims paid last year, Mr. Green stated, was nearly \$2,000,000, the cost of lost time alone amounting to \$350,000. The accident rate in the Canadian federal service was 12.14 disabling accidents per million man-hours worked; this compared unfavourably, he said, with the rate for United States federal employees of 7.7.

The Government Employees Compensation Branch, the Director said, is ready to give all the help in its power to departments and Crown companies in accident prevention matters. The Branch has no experts as yet, he said, but it hopes to be able to engage a safety expert in the not-too-distant future.

He emphasized the necessity for the head men in the departments and agencies to interest themselves in accident prevention programs, since without such interest the juniors could not be expected to take the matter seriously.

Robert D. Gidel

"Technically there is no such thing as an unavoidable accident," said Robert D. Gidel, Supervising Safety Engineer, Bureau of Standards, U.S. Department of Labor, who was the principal speaker at the conference. People are inclined to blame fate for accidents, he said, but except where the forces of nature are concerned, as for instance in storms, accidents are always preventable.

It is difficult, Mr. Gidel remarked, to get people to take an interest in accident-prevention programs. "Selling safety is like selling cemetery lots," he said. "Safety is boring to most people. Accidents are exciting as news, but safety is not. Sometimes it takes an accident to shake us out of our lethargy."

If people can be trained to be safe on the job it will carry over to the outside, he pointed out. The calculated pioneer risk-taking which was part of the American way of living was desirable, but it must be tempered with caution. The rigid routine and boredom inherent in modern factory methods tends to make for reckless

behaviour when employees are released from their work, Mr. Gidel said, and often results in accidents on the roads.

Placing the responsibility for accidents is necessary, and in the federal service with its chain of authority this is easy, said Mr. Gidel. The duty of safety personnel is to advise only, and they should not be held responsible for accidents.

Investigation of accidents is necessary, and the immediate supervisor should be responsible for making the inquiry. The purpose of inquiries should be to find the causes and take corrective action, not to lay the blame. He advised great caution in attaching blame.

Physical environment may contribute to accidents, and this should be remembered in planning buildings and arranging work. Hazards should be considered when equipment is being bought, Mr. Gidel advised, instancing the case of a certain machine which owing to faulty design was inclined to catch the operator's fingers, necessitating the subsequent issue of a special kit by the manufacturer to overcome this defect.

Regular inspection is necessary, the speaker said, since even if a machine is safe when new, wear and tear may cause dangerous faults to develop. Sometimes it was practical to combine such inspection with maintenance inspection. Supervisors should be continually on the watch for hazards, he added.

The human factor has always to be contended with, however. "All accidents can't be prevented by engineering out the hazards," said Mr. Gidel. "We aren't smart enough yet to anticipate beforehand all the silly ways people will go about getting themselves hurt." An important thing was to match a worker's capabilities with the requirements of the job. If this was not practicable in all cases, training should be resorted to to fill the gaps, he said.

Safety education to help to develop "safety consciousness" is important, the speaker stated. Safety manuals, libraries, posters, booklets, exhibits, demonstrations, etc., are all helpful. Awards and incentives to plants, shops and supervisors are also valuable. Sometimes discipline and enforcement of rules need to be made stricter. In the American armed forces, accidents have been reduced by: (1) enforcement of rules; (2) increased supervision; (3) publicizing serious accidents; and (4) publicizing "morale boosters," such as the effect of accidents on prospects of promotion.

In reply to a question from the floor, Mr. Gidel said that the record of handicapped persons in the matter of accidents

is good. We all have limitations, and with scientific selection to match the worker to the job, disability did not matter, he said.

Replying to another question, Mr. Gidel said that if a safety man was going to be held responsible in accident-prevention matters he must be on the same level of authority as the senior officials he had to deal with. This was the principle followed in the United States armed services.

Dr. O. E. Ault

The chairman of the afternoon meeting, Dr. O. E. Ault, Director of Planning and Development, Civil Service Commission, opened with some remarks on the findings of certain psychological studies on "accident proneness".

Accidents, it had been shown, were not a matter of chance. Individuals are not destined to have accidents. Clumsy people were not specially liable to have accidents. A few people, Dr. Ault said, had been shown to have been involved in a high proportion of the total number of accidents (in the study 10 per cent of the people had figured in 32 per cent of the accidents). Why were some persons more liable to accidents than others? The study had shown that 14 per cent of the accidents were due to faulty attitudes, such as, anger, worry, etc.; 12 per cent were due to failure to recognize hazards; another 12 per cent to faulty judgment; 10 per cent to impulsiveness; 2 to 6 per cent to nervousness, fear, defective vision, and so on.

The psychologists had found that with experienced people first thoughts were usually best in time of emergency. Frequency of accidents had been found to diminish with the experience of the employee. There were more accidents among the young than among the older employees, Dr. Ault said.

Among the safety factors suggested by these studies, the chairman said, were: in choosing an employee his suitability to the work should be considered from the safety standpoint, sufficient training should be given, short rest periods were helpful, pressure of work should not be too strong, clinical study of accidents might reveal some underlying physical causes, a study of the causes of carelessness might be useful.

Brig. F. G. Coleman

Brig. F. G. Coleman, Director, Organization of Personnel, Canadian Armaments Limited, described the accident-prevention program in force in his company's plant.

Canadian Arsenals Limited, which employs between 6,000 and 7,000, started a formal safety program four years ago, Brig. Coleman said. In 1953 there had been 9 claims per 100 employees, in 1954, 5.5 per 100 employees, and in 1955, 0.97 per 100 employees. Thus the company had been saved a large sum in a few years.

A safety program, the speaker said, "must have the blessing of the people at the top". There was a tendency for top management not to realize what accidents meant in personal suffering and distress.

He emphasized the importance of first aid, explained the safety record reports used by his company, and dealt briefly with the part played by safety committees, safety competitions, rewards and prizes.

E. W. Dill

E. W. Dill, Assistant Manager, Industrial Relations, Polymer Corp. Ltd., said that since the starting of a safety program by his company both accident severity and accident frequency rates had dropped substantially. He reiterated the principle that a safety program takes its impetus from the management group. One of the most substantial props in the program, he said, was thorough investigation at the time of the accident. Although he admitted that striving for new accident-free records had its drawbacks he believed that these were outweighed by the benefits.

George K. Smith

George K. Smith, Chief of Staff Training Division, Civil Service Commission, quoted the National Safety Council of Chicago as saying that 90 per cent of accidents were

due to human failure, and he said that a training program suited to circumstances would go a long way in preventing accidents. He mentioned that the Civil Service Commission now has five courses in accident-prevention available, and outlined two of them.

R. D. Boyd

R. D. Boyd, Director of Personnel, Post Office Department, said that the Post Office was second only to the Department of National Defence in the number of accidents among its employees. The main cause of accidents to letter carriers was slips and falls, and January and February the worst months, doubtless owing to the icy condition of the streets. The Post Office, he said, was considering the possibility of improving the design of the letter carrier's bag, and possibly his boots. With their inside workers, he said, most accidents occurred in material handling.

Walter E. Montgomery

Walter E. Montgomery, Vice-President of Kenneth Robertson and Co., safety engineers of Montreal, said: "There are no new ways of getting hurt"; there are no "different" problems in connection with accidents. Increased use of machinery in the present age, he said, has made no real difference. A stone-age man could be hurt by a rolling stone; now one might be hit by a bus, but the principle was the same. "We are injured only by uncontrollable force.

"The only good we get out of any accident is the lesson we learn from it," he said.

14th Annual Convention of the Personnel Association of Toronto

Two-day meeting examines role of personnel administrator in planning for company growth. Finance Department official foresees continuing broad expansion, CLC Executive Vice-President outlines Congress aims

The role of the personnel administrator in planning for company growth was examined at the 14th annual conference sponsored by the Personnel Association of Toronto.

The two-day conference, held in Toronto April 26 and 27, drew some 500 persons

interested in personnel work to hear eight speakers outline the theme: "Planning for Company Growth."

Conference chairman was Robert A. Willson, General Foods, Ltd.

John J. Deutsch, Assistant Deputy Minister of Finance, told the meeting that

there is little reason to doubt that 1956 will be another year of broad economic expansion.

Canadian Labour Congress Executive Vice-President Gordon G. Cushing outlined the aims of the new congress, denying that it will be a monopoly.

Economics professor Dale Yoder predicted tighter labour markets and tighter bargaining.

Industrial relations professor Leonard R. Sayles told of the problems involved in industrial peace.

Other prominent speakers heard during the conference were: Harold M. Turner, Chairman of the Board, Canadian General Electric Co. Ltd., whose luncheon talk was entitled "Grow or Die"; Dr. Floyd C. Mann, Assistant Program Director, Human Relations Program, Institute of Social Research at the University of Michigan, who spoke on "The Big Difference: Management Philosophy and Practice"; J. C. Coffee, a partner in Management Development Associates of New York City, who dealt with human behaviour in industry; and Clarence Francis, retired Chairman of the Board, General Foods Corporation, and currently special consultant to the President of the United States, who examined "Management's Social Philosophy."

Canadian Economy in 1956

"With exports continuing to rise and with an almost unprecedented increase in capital expenditures, there is little reason to doubt that 1956 will be another year of broad economic expansion and growth in Canada," concluded John J. Deutsch, Assistant Deputy Minister of Finance, in summarizing the Canadian economic outlook for 1956.

Noting that Canada's prosperity in recent years was highlighted by expanding export markets, a rapid increase in the exploitation of rich natural resources, and a rising home market for domestic industries resulting from a continually expanding volume of consumer expenditures, Mr. Deutsch gave the following indication of what might reasonably be expected in the near future:—

There will be less additional labour available in 1956 than there was last year. In 1955 non-agricultural employment expanded by slightly more than 4½ per cent. This year the growth in this employment cannot be expected to be much more than 3½ per cent.

The role of an accelerating rate of investment will continue in 1956. The official survey of intentions to invest suggest capital expenditures in the present year some 21 per cent greater than in 1955.

... The rate of investment in 1956 will be a major factor, even more powerful than previously, in pressing the rate of activity in the economy to full capacity. Also, this heavy outlay on new capital will lay the basis for further increases in the productivity of labour in the future.

In 1956 the plans for new investment in fuel and power industries is nearly 50 per cent greater than the expenditures last year... If our supplies of energy continue to grow as is now indicated not only from the older sources, but also from new sources such as natural gas and eventually uranium, we can look forward to a continuing rise in output per unit of human effort.

The Assistant Deputy Minister of Finance warned, however, that, when the economy is operating at near peak capacity, it is also a time of some danger.

"The greater danger is that everyone will try to do too much all at the same time. If this happens, inflationary pressures are generated," he said.

While fully aware that "forecasting is a most dangerous activity", Mr. Deutsch nevertheless feels confident that, as Canadian industry has shown great ingenuity in the pioneering stage, it will "surely demonstrate the same resource in this stage of greater maturity".

The Industrial Relations Road Ahead

Tighter labour markets and tighter bargaining are among the problems to be faced by personnel men, warned Dr. Dale Yoder, Director of the Industrial Relations Centre at the University of Minnesota.

"As far ahead as we can see we are going to have tight labour markets," he said.

This shrinking of the labour force, explained Dr. Yoder, is brought about by military service, the rising degree of technical skill and educational training which keeps men in schools and colleges longer, a greater demand for leisure time, with men doing less work, and a trend towards earlier retirement from the labour force.

Compulsory retirement at a fixed chronological age was condemned by Dr. Yoder as "not justified on any grounds".

Tighter bargaining was foreseen by Dr. Yoder, not because of the labour mergers, but because "unions are developing more astute leadership". The fact more and more technical and professional employees are joining unions will also be responsible for tighter bargaining.

Concluding, the speaker stated the personnel man will be given more responsibility and will be put under greater

pressure for results, while faced with added complications, thus requiring a greater degree of competence than ever before.

The Future of Canadian Labour

"The Canadian Labour Congress will not be a monopoly; it will be no different than any other national organization."

Thus Gordon G. Cushing, Executive Vice-President of the CLC, concluded his analysis of the new labour organization born in Toronto in the same week as the Personnel Association of Toronto was holding its 14th annual conference.

To the 500 persons gathered at the banquet, Mr. Cushing gave a detailed explanation of "what is taking place at the Exhibition Park this week".

He told of the platform of principles and its 29 planks approved by the CLC, the 458 resolutions considered at the convention as well as the statement of economic policy adopted by the 1,600 delegates. He also stressed that the new labour congress "is not in politics, but is in political education". (A complete report of the CLC convention, covering the major points made by Mr. Cushing, appears on p. 634 in this issue.)

Touching briefly on employer-employee relations, the Executive Vice-President of the CLC pointed out that the no-raiding agreement signed in 1955 between the TLC and the CCL has greatly reduced union warfare and that employers, seeing that the company is most often caught in the middle on such occasions, should benefit from this state of peace.

"It is of some credit to trade unions in this country that, in 16 months, no case of raiding was referred to the impartial arbitrator appointed to deal with this problem," said Mr. Cushing. He added that the new cases that occurred were settled prior to such arbitration.

Mr. Cushing also reiterated George Meany's statement to the effect that there was not now and that there would never be domination of Canadian labour by United States organizations.

Changing Patterns in Union-Management Relations for the Individual Company

"Problems of peace, not of conflict," face the individual company, suggested Dr. Leonard R. Sayles, Assistant Professor of Industrial Relations, School of Business Administration, University of Michigan.

Describing how a company can become committed to the local labour leadership, through a management that finds it profitable to deal with these leaders and thus commits itself to a stake in this relationship to the extent of even having to "take these leaders off the hook" on certain occasions, Dr. Sayles warned that such an overly protective company can cause the local labour leadership to become further removed from the membership.

"A strike may be cheaper than a lengthy slowdown or than recurrent absenteeism," he said. "The ability of unions to funnel their discontent through strikes may therefore be more advantageous than persistent discontent."

Dr. Sayles thus suggested that the union leadership should remain close to the membership.

"There will be greater difficulties when the leadership is changed in favour of a more anti-management group, because the company has then lost its touch in these matters," he pointed out.

Dr. Sayles, co-author of the book *The Local Union*, said that a union must discipline its membership.

"A union that doesn't discipline its membership is handicapped in its negotiations with the company," he said.

He advocated that management stay out of union's internal affairs but noted that management, through its support of the local union leadership, often finds itself more and more involved in these matters.

While seeing advantages for the company through union-management co-operation, Dr. Sayles suggested that this is a "much less stable form of collective bargaining" and warned of the dangers where a company finds itself conducting its affairs in a spotlight.

"Co-operation calls for close contact between management and local union membership," explained Dr. Sayles, "and, in this process, the leadership may see the gap widen between itself and the membership. It will then lose the faith of the membership."

Dr. Sayles also pointed out that in a plant where are found strong, selfish union groups, the local labour leadership lacks independence and cannot become either too co-operative with management or too negligent with the membership.

"But this leadership," he added, "is usually of the more representative type."

50 Years Ago This Month

Canada riding the crest of a wave of prosperity—in spring of 1906. Employment good, immigration increasing, wages rising and, in a few places, hours of work dropping. TLC delegation meets Prime Minister

Business in Canada was riding on the crest of a wave of prosperity in the spring of 1906. Employment in practically every part of the country was good and large numbers of immigrants were arriving from Europe and the United States.

Immigrants from Europe during the period July 1905 to April 1906 numbered 74,350, an increase of 7,010 over the same period a year earlier. Immigration from the United States during the same period reached a total of 43,237 compared with 31,969 for the same period of 1905.

Wages were tending to rise and some cases of reductions in hours were reported. Wages of Chinese mill labourers in Victoria, B.C., were raised from \$1.25 to \$1.35 a day.

The following increases in the wages of bricklayers and masons were reported: at Halifax from 36 cents to 40 cents an hour; at Saint John, N.B., from 33½ to 40 cents an hour; at Woodstock, Ont., 5 per cent; at New Westminster (bricklayers only) from \$27 to \$30 a week; and at Calgary from \$24.40 to \$28.80.

Carpenters at Calgary had their wages increased from \$18.90 to \$19.20 a week and their hours reduced from 54 to 48 a week. Carpenters at Windsor received increases varying from 5 to 10 per cent. Painters at Saint John received an increase of 25 cents a day, and painters at Winnipeg, from 25 to 30 cents an hour.

Wage increases in a number of industries other than construction were also reported. Sheet metal workers, tinsmiths and furnace makers at Hamilton had their wages increased from 27½ to 30 cents an hour; while bridge and structural iron workers at Toronto received a 10-per-cent increase, bringing their wages up to 30 cents an hour. Sheet metal workers in London, Ont., had their hours reduced from 58 to 56 a week during the summer season; and horseshoers at Winnipeg had their hours reduced from 60 to 55 a week beginning June 1.

Employees of four companies in Sherbrooke, Que., received a half-holiday on Saturday during the summer months, but

had to make up the time lost by working longer during the first five days of the week. Printers in Sherbrooke had to make up for their Saturday half-holiday, starting on May 1, by beginning work an hour earlier on each of the first five days of the week. Workers in several construction trades in Edmonton had their work day shortened from 9 to 8 hours without loss of pay.

A voluntary mutual benefit fund applying to sickness and injury, to which the company contributed ¼ of the amount paid by the workers, was organized among the employees of the Dominion Steel Co. at Sydney, N.S. Contributions and benefits were as follows: Class "A", contribution \$1 a month, indemnity \$10 a week; Class "B", contribution 75 cents a month, indemnity \$7.50 a week; Class "C", contribution 50 cents a month, indemnity \$5 a week.

The LABOUR GAZETTE for June 1906 contains a report of "a deputation of the National Trades and Labour Congress of Canada (which) waited upon the Rt. Hon. the Prime Minister to present certain resolutions passed at the last meeting of the Congress". The contents of the brief are not given; but a general idea of its contents can be gathered from the Prime Minister's reply, which is outlined.

The Prime Minister said that the Government had already met in part the desire of the Congress that action be taken to prohibit employment agencies from making false representations in English and foreign newspapers to induce people to come to this country; and also that the Government had taken action in accordance with the wishes of the Congress to abolish Sunday work.

Regarding immigration, the Prime Minister said that it was the policy of the Government not to encourage skilled workmen to come to Canada. Consideration was promised to the request that all public contractors should post a copy of the Fair Wages Schedules prepared by the Department of Labour in a conspicuous place in the works to which the schedule applied.

International Labour Organization

Canadian Delegation Named to International Labour Conference

A. H. Brown, Deputy Minister of Labour, heads 22-member, tripartite delegation. CLC President Claude Jodoin appointed worker delegate

The Canadian delegation to the 39th session of the International Labour Conference, being held in Geneva this month (June 6-28), is headed by A. H. Brown, Deputy Minister of Labour.

The second government delegate is Paul Goulet, Assistant to the Deputy Minister and Director, ILO Branch, Department of Labour. The substitute government delegate is Hector Allard, Canadian Permanent Representative to the European Office of the United Nations, Geneva.

Others on the Canadian delegation are:—

Government Advisers: Lt.-Col. Eric Acland, Senior Administrative Officer, Indian Affairs Branch, Department of Citizenship and Immigration; M. G. Clark, Canadian Permanent Mission to the European Office of the United Nations, Geneva; A. W. Crawford, Director, Canadian Vocational Training Branch, Department of Labour; Miss Edith Lorentsen, Director, Labour Legislation Branch, Department of Labour; and Dr. J. W. Willard, Director, Research Division, Department of National Health and Welfare.

Employer Delegate: W. A. Campbell, Vice-President and Secretary, Canadian Westinghouse Company Limited, Hamilton.

Employer Advisers: W. M. Baker, Manager of Industrial Relations, Dominion Engineering Works Ltd., Montreal; H. W. Macdonnell, Manager, Industrial Relations Department, Canadian Manufacturers' Association, Toronto; W. G. Scott, General Secretary, The Railway Association of Canada, Montreal; C. E. Shumaker, Director of Personnel, Goodyear Tire and Rubber Co. of Canada, Limited, New Toronto; and J. M. Soules, President, Soules Construction Limited, Toronto.

Worker Delegate: Claude Jodoin, President, Canadian Labour Congress.

Worker Advisers: A. H. Belch, Canadian Legislative Representative, Brotherhood of Railway Trainmen, Ottawa; Richard Courtney, International Representative, United Automobile, Aircraft

and Agricultural Implement Workers of America, Oshawa; M. P. Fitzpatrick, Secretary-Treasurer, National Unemployment Insurance Association, Ottawa; H. A. L. Ladd, Director for Eastern Canada, International Woodworkers of America, Toronto; and Gérard Picard, General President, Canadian and Catholic Confederation of Labour, Montreal.

The secretary to the delegation is H. T. Pammett, Executive Assistant to the Director, ILO Branch, Department of Labour, and the stenographer with the delegation is Miss V. I. Milks of the Industrial Relations Branch, Department of Labour.

The agenda for the session is as follows:—

1. Report of the Director-General.
2. Financial and budgetary questions.
3. Information and reports on the application of Conventions and Recommendations.
4. Vocational training in agriculture (second discussion).
5. Welfare facilities for workers (second discussion):
 - (a) feeding facilities in or near the undertaking;
 - (b) rest and recreation facilities in or near the undertaking (excluding holiday facilities); and
 - (c) transportation facilities to and from work where ordinary public transport is inadequate or impracticable.
6. Forced labour (first discussion).
7. Weekly rest in commerce and offices (first discussion).
8. Living and working conditions of indigenous populations in independent countries (first discussion).

A summary of the Director-General's report appeared in the May issue p. 534).

Weekly Rest in Commerce and Offices

Few conditions of work are more widely observed throughout the world than the weekly rest; however, the application of

(Continued on page 734)



TEAMWORK in INDUSTRY

In its March issue, *Plant Administration*, well-known Canadian industrial publication, carried an illustrated story on labour-management co-operation and joint consultation at Canadian Tube and Steel Products Limited, Montreal.

The article said that both company and union felt that the program had paid off. It pointed to their "quiet confidence coupled with a firm determination to continue the program of co-operation" as an indication that joint consultation is firmly established at Canadian Tube and Steel.

Concluding the article, *Plant Administration* said: "(Here is a story of plant management-union co-operation firmly rooted in the ideals of joint consultation. Management and union both believe that there is no problem which they cannot discuss.

"They know that they will often disagree, but they also know that the co-operative spirit that they have developed will allow them to find workable solutions.

"Both look confidently to the future and a continued happy and profitable relationship."

* * *

Following eight years of study, a committee organized by the Swiss Federal Department of Public Economy has issued a report on labour-management co-operation.

In its report, the committee said: "Although the growth of Swiss labour-management co-operation has been gradual, some excellent results have been achieved in recent years. Sweeping changes are felt to be unnecessary, the main need being to continue to make progress along established lines. The progress made will depend to a great extent on the readiness of employers' and workers' associations to co-operate.

"The committee does not advocate special legislation on labour-management co-operation at the level of the undertaking or occupation. Like the parties themselves, its preference is for voluntary co-operation, even if efforts in that direc-

tion lead to institutional forms, such as workers' committees, works councils or joint industrial machinery."

* * *

The story of the formation of a labour-management committee at the John Dickinson and Company (Canada), Limited, plant in Hamilton, Ont., was recently told in the *Hamilton Spectator* by Dennis Harvey, labour columnist. The committee was formed following agreement between management and the employees, who are members of Local 540, Printing Specialties and Paper Products Union. Mr. Harvey said: "The Department of Labour has expended considerable effort to promote this idea in both labour and management circles. The formation of these committees has also been approved by the TLC and CCL.

"The constitution drawn up by the committee states that the purpose of the committee 'is to provide for and facilitate co-operation and participation of the employees with management in improving production efficiency and maintaining harmonious relations'.

"Some of the objectives listed in the constitution are: maintain high quality of workmanship and product; reduce waste of time and material; improve efficiency; improve maintenance of plant, grounds and equipment; and assist this social and recreational committee."

* * *

Labour-management co-operation was never more vital than it is today, according to R. Hayes, Vice-President and General Manager of the CNR Atlantic Region.

"This co-operation is vital, since the railway not only has to meet competition from the highways, but from the air," said Mr. Hayes. "It behooves all of us to put forth our utmost effort to see to it that the company is operated and maintained in the most efficient way."

Labour-management co-operation has had a long history in the Atlantic Region, recalled R. J. McLellan, general chairman of the electrical workers. The first committee was organized in February 1926 when it held its first meeting in Moncton.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during April. During the month, the Board received seven applications for certification, two requests for review of previous decisions, and allowed the withdrawal of seven applications for certification.

Applications for Certification Received

1. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of engineer officers, below the rank of chief engineer, employed by Branch Lines Limited, Sorel, Que., aboard the *Cedarbranch*, *Elmbranch*, *Firbranch*, *Sprucebranch*, and *Willowbranch* (Investigating Officer: Remi Duquette).

2. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of employees of F. M. Yorke and Sons, Limited, Vancouver, employed at the barge slip, Great Northern Dock, Foot of Campbell Avenue, Vancouver, in the loading and unloading of railway cars to and from barges (Investigating Officer: G. R. Currie).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 927, on behalf of a unit of employees of Minshull Storage and Van Limited, Halifax (Investigating Officer: D. T. Cochrane).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of office and building maintenance employees of the Western Ontario Broadcasting Company Limited, employed at Station CKLW, Windsor, Ont. (Investigating Officer: F. J. Ainsborough).

5. International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, employed on Project No. 572 in the Yukon Territory and Northwest Territories (Investigating Officer: D. S. Tysoe).

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerical employees of Canada Steamship Lines Limited, employed at the company's

Montreal Terminal (Investigating Officer: Remi Duquette).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company, comprising female cleaners and janitresses employed in the Windsor Street Station offices of the Company (Investigating Officer: C. E. Poirier).

Requests for Review Received

1. The Board received from the Seafarers' International Union of North America, Canadian District, a request for review of the Board's decisions certifying the Canadian Brotherhood of Railway Employees and Other Transport Workers as the bargaining agent for a unit of unlicensed personnel employed by the Canadian National Railways aboard the *MV Bluenose*, operated by the company in its ferry service between Yarmouth, N.S., and Bar Harbor, Maine, and rejecting the application of the Seafarers' International Union of North America, Canadian District, on behalf of the same unit of employees (L.G., May, p. 540).

2. The Board received from the National Association of Broadcast Employees and Technicians a request for review of the Board's earlier decision affecting the Association and Radio Saguenay Ltd. by amending the certificate issued (L.G., 1954, p. 1572) to include both radio and television employees (Investigating Officer: C. E. Poirier).

Applications for Certification Withdrawn

1. Canadian Merchant Service Guild, Inc., applicant, and Island Tug and Barge Limited, Victoria, B.C., respondent (L.G., April, p. 414).

2. Canadian Merchant Service Guild, Inc., applicant, and Young and Gore Tugboats Limited, Vancouver, respondent (L.G., April, p. 414).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. National Association of Marine Engineers of Canada, Inc., District Council No. 4, applicant, and Island Tug and Barge Limited, Victoria, B.C., respondent (L.G., April, p. 414).

4. National Association of Marine Engineers of Canada, Inc., District Council No. 4, applicant, and Young and Gore Tugboats Limited, Vancouver, respondent (L.G., April p. 414).

5. Order of Railway Conductors and Brakemen, applicant, and Canadian Pacific

Railway Company, respondent (conductors, Eastern Region) (L.G., May, p. 540).

6. Order of Railway Conductors and Brakemen, applicant, and Canadian Pacific Railway Company, respondent (baggage-men and brakemen, Eastern Region) (L.G., May, p. 540).

7. International Longshoremen's and Warehousemen's Union, Local 503, applicant, and Elk Falls Company Limited, Duncan Bay, Vancouver Island, respondent (L.G., May, p. 540).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister appointed conciliation officers to deal with the following disputes:—

1. Eastern Canada Stevedoring Company, Montreal, and United Steelworkers of America (Conciliation Officer: R. Trépanier).

2. Buntain and Bell Company Limited, Charlottetown, and Local 956, Labourers' Protective Union (Conciliation Officer: H. R. Pettigrove).

3. Canada Steamship Lines Limited (freight handlers, coopers, checkers, etc.), Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

4. Newfoundland Employers' Association Limited (coal and salt boats), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

5. Newfoundland Employers' Association Limited (Newfoundland Homogenized Fish Company Limited), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

6. Newfoundland Employers' Association Limited (Newfoundland Coal Company Limited), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

7. Shawinigan Falls Broadcasting Company Limited and St. Maurice Radio Employees' Union (Conciliation Officer: R. Trépanier).

8. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Service) and Canadian National Steamships and National Association of Marine Engineers of Canada (Conciliation Officer: G. R. Currie).

9. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Service) and Canadian National Steamships and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

10. Trans-Canada Air Lines and Airline Flight Attendants' Association (Conciliation Officer: R. Trépanier).

Settlement Reported by Conciliation Officer

1. Quebec and Ontario Transportation Company Limited, Montreal, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) (Conciliation Officer: R. Trépanier) (L.G., April, p. 414).

Conciliation Boards Appointed

1. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions, including the Quebec Central Railway and the Dominion Atlantic Railway) and the Brotherhood of Locomotive Firemen and Enginemen. (This dispute was in the first instance referred to a conciliation board and not to a conciliation officer.)

2. Canadian National Railways and Brotherhood of Railroad Trainmen ((1) yardmasters and assistant yardmasters, Atlantic, Central and Western Regions, except yardmasters on former Canadian Government railways south of the St. Lawrence River; (2) yardmasters, former Canadian Government railways south of the St. Lawrence River, yard foremen, helpers and switchtenders, Atlantic and Central Regions combined yard service; (3) conductors, assistant conductors, train baggagemen and trainmen, Atlantic and Central Regions; (4) express messengers on Newfoundland Division, Atlantic

Region; (5) conductors, Western Region; (6) baggagemen, flagmen and trainmen, Western Region; (7) freight handlers, LCL service, Western Region; (8) yard foremen, helpers and switchtenders, Western Region). (This dispute was in the first instance referred to a conciliation board and not to a conciliation officer.)

3. Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen (1) yardmasters, Eastern, Prairie and Pacific Regions; (2) yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) conductors, baggagemen and brakemen, Eastern Region; (4) conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) yard foremen, helpers and switchtenders, Pacific and Prairie Regions). (This dispute was in the

first instance referred to a conciliation board and not to a conciliation officer.)

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Holden Sand and Gravel, Limited, Toronto, and the Seafarers' International Union of North America, Canadian District (L.G., May, p. 541) was fully constituted in April with the appointment of Prof. C. H. Curtis, Kingston, Ont., as Chairman. Prof. Curtis was appointed by the Minister in the absence of a joint recommendation from the other two members, W. J. Whittaker, Toronto, and C. Gravenor, Montreal, who were previously appointed on the nomination of the company and the union respectively.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; and Hall Corporation of Canada) and the Canadian Merchant Service Guild, Inc. (L.G., May, p. 541) was fully constituted in April with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed by the Minister in the absence of a joint recommendation from the other two members, J. C. Adams, QC, Toronto, and Ken Green, Ottawa, who were previously appointed on the nomination of the Association and the union respectively.

3. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 541) was fully constituted in April with the appointment of the Hon. Mr. Justice Paul E. Côté, Montreal, as Chairman. Mr. Justice Côté was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Belanger, CA, Quebec, and Louis Laberge, Montreal, who were previously appointed on the nomination of the companies and the union respectively.

4. The dispute affecting the Quebec Paper Sales and Transportation Company Limited, Donnacona, P.Q., and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) (L.G., May, p. 541) was referred in April to a Board of Conciliation which had already been established to deal with a dispute between the Quebec Paper Sales and Transportation Company Limited and

the Seafarers' International Union of North America, Canadian District (L.G., May, p. 542).

Board Reports Received

During March, the Minister received the reports of the following Boards of Conciliation and Investigation which he had established:—

1. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; and Algoma Central and Hudson Bay Railway (non-operating employees) and Joint Negotiating Committee representing a number of international and national railway labour organizations (L.G., Feb., p. 180). The text of the report is reproduced below.

2. The Nova Scotian Hotel, Halifax (Canadian National Hotels Limited) and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union (L.G., March, p. 292). The text of the report is reproduced below.

3. Association of Lake Carriers (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons Limited; Upper Lakes and St. Lawrence Transportation Company Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company; and Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (L.G., April, p. 416). The text of the report is reproduced below.

4. Shipping Federation of British Columbia (first aid attendants), Vancouver, and International Longshoremen's and Warehousemen's Union, Local 501 (L.G., April, p. 415). The text of the report is reproduced below.

Settlement Following Board Procedure

1. St. Charles Transportation Company Limited, Quebec, and Seafarers' International Union of North America, Canadian District (L.G., Feb., p. 180).

Campaigns in favour of laws forbidding compulsory union membership agreements are planned in 15 states, the National "Right-to-Work" Committee has announced.

There are now 18 states with such laws. The Committee said that campaigns were "likely" in California, Colorado, Indiana, Kansas, Maryland, Ohio, Oklahoma, Oregon, Washington

and Wisconsin; and "possible" in Connecticut, Illinois, Minnesota, Missouri and West Virginia.

The Committee said that it expected "determined drives by union leaders" for repeal of "right-to-work" laws in 12 states by 1957. The states are: Alabama, Arizona, Arkansas, Florida, Iowa, Louisiana, Mississippi, Nebraska, Nevada, North Dakota, Tennessee and Texas.

Report of Board in Dispute between

Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, and Algoma Central and Hudson Bay Railway

and

Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Division No. 4, Railway Employees Department, AFL; Canadian National Railway System Federation No. 11; International Association of Machinists; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America; Brotherhood of Railway Carmen of America; International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers; International Brotherhood of Electrical Workers; Commercial Telegraphers' Union; Brotherhood of Railroad Signalmen of America; Order of Railroad Telegraphers; Canadian Brotherhood of Railway Employees and Other Transport Workers; Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

The Board, Eric G. Taylor, Esq., Chairman, Paul S. Smith, Esq., QC, Nominee of the Railways, and David Lewis, Esq., Nominee of the Unions, sat for the hearing of this matter in The Windsor Hotel, Montreal, Que. The formal hearings of the Board commenced on 30th January 1956 and concluded on 8th March 1956. Following the termination of the formal hearings of the Board informal discussions took place between members of the Board and representatives of each of the parties respectively on 9th and 10th March 1956.

There appeared for the Railways Mr. Ian D. Sinclair and Mr. Pierre Tasche-reau, Counsel, who were accompanied by a committee consisting of officers and officials of the Railways together with their assistants.

There appeared for the Unions Mr. Frank H. Hall, General Chairman, Negotiating Committee, and Dr. J. C. Weldon, Consultant, who were accompanied by a committee consisting of officers of the several Unions.

* * *

This dispute arose out of the failure of the parties to agree upon the amendments to be made to collective agreements in respect of the calendar year 1956. No amendments were sought by the Railways. The matters in issue referred to the Board concerned requests which were lodged by

During April, the Minister of Labour received the report of the members of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute affecting 16 international and national railway labour organizations representing approximately 142,000 non-operating employees and the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, the Toronto, Hamilton and Buffalo Railway Company and the Algoma Central and Hudson Bay Railway.

The Conciliation Board was under the Chairmanship of Eric G. Taylor, Toronto. The other members of the Board were Paul S. Smith, QC, Montreal, and David Lewis, Toronto, who were appointed on the nomination of the employers and unions respectively.

The report of the Chairman and Mr. Lewis constitutes the report of the Board. The minority report was submitted by Mr. Smith.

The texts of the majority and minority recommendations are reproduced below.

the Unions and which were set forth in a notice served by the Unions on the Railways on 2nd November, 1955, in accordance with the relevant provisions in their respective collective agreements. The requests were set out in said notice as follows:

1. Effective with the commencement of the calendar year 1956, all rates of pay shall be increased by 18 per cent.

2. An additional amount of 8 cents per hour shall be paid by the Railways effective January 1, 1956, to cover the cost of a Health and Welfare Plan which shall:

(a) Provide life insurance for each employee, to pay upon his death, an amount between \$2,000 and \$3,000 based on his scale of previous earnings.

(b) Provide care incident to any sickness, injury, or other disability of any employee, spouse and/or other dependents, including children under 18 years of age, and occurring while the employment relationship exists, comprehending—

- Hospital Daily Benefit
- Other Hospital Charges
- Surgical Costs
- Medical Expense Benefits
- Allowance for Physician's visits
- X-ray and Laboratory Services
- Polio Expense Benefits
- Weekly Pay for Sickness and Accident.

3. All employees shall be given 8 holidays off with pay, same to be—

- New Year's Day
- Good Friday
- Victoria Day
- Dominion Day
- Labour Day
- Thanksgiving Day
- Remembrance Day
- Christmas Day.

4. In a pay-period during which one of the foregoing holidays occurs, monthly-rated employees shall receive an extra day's pay.

The five Railways involved in this dispute together with their subsidiaries operate approximately 94 per cent of the total railway mileage in Canada. The two nation-wide railways systems, the Canadian National Railways and the Canadian Pacific Railway Company, together with their subsidiaries, operate approximately 92 per cent of the total railway mileage in Canada and about 97.5 per cent of the mileage which is operated by the Railways represented in these proceedings.

The Unions are the bargaining agents for 91 per cent of the non-operating employees of the Railways. Based on average monthly counts for the 12 months ending September 30, 1955, there are 141,744 non-operating employees of whom 128,315 are represented by the Unions involved in these proceedings. The total number of non-operating employees, 141,744, constitutes approximately 78 per cent of all railway employees.

The Board heard the representations of the parties, both of whom were given a full opportunity to present their evidence and arguments. Subsequently the Board engaged in private discussions with each of the parties respectively in an endeavour to effect a settlement of the matters in issue between them, but without avail. During the course of the formal hearings and later in private discussions with the Board, the Unions made clear that they

were prepared to modify their requests in the interest of effecting a settlement of the dispute. However, the Railways steadfastly maintained the position throughout that no change could be entertained by them which would involve additional labour costs. Although some 24 days had been devoted to receiving submissions, hearing direct evidence and argument and but two days had been spent in what proved to be a fruitless endeavour to effect agreement between the parties, the Board, faced with the position maintained by the Railways, arrived at the reluctant conclusion that there was no practical conciliation function for it to perform.

The Board made known its opinion to the parties that even if settlement of their dispute could be effected, the term of agreement contemplated by them was far too short from the point of view of the welfare of the nation and, indeed, the welfare of the Railways and the Unions themselves. The requests made by the Unions concerned amendments which would continue in effect for one year from 1st January, 1956. It was clear that by the time any settlement between the parties was reached, either during the conciliation process or as a result of the issuance of this report, that only a matter of five or six months would transpire before the Unions would be in a position to make renewed demands. Any contract terminating at the end of 1956 would leave the Unions free to give notice of amendment from 1st November, 1956. In the opinion of the Board, the Railways and the Unions have a responsibility to the people of Canada to enter into a collective agreement which will continue in effect for longer than the calendar year 1956 and thus guard against the danger of the parties and the nation being faced with another crisis a few months hence.

During the private discussions with the parties the Board urged both of them to consider entering into a collective agreement which would continue in effect for a period of two years from 1st January, 1956. In addition, the Board suggested to the parties that any wage increase or change affecting statutory holidays or health and welfare should be instituted progressively on a time-interval basis throughout the term of a two-year agreement. It will be noted that the recommendations set forth in this Report echo these considerations and involve during a two-year period when it is expected that the Railways' revenue will be substantially increased, adjustments in wages and working conditions less costly than those requested by the Unions in respect of a one-year agreement.

The Board refrains from an exhaustive analysis of the evidence and exhibits submitted and from comment concerning certain matters which were dealt with by the parties during the course of the proceedings. The singular nature of the Railways' operation, the economic importance of this dispute, the direct interest of the community and the experience which the parties have had resulting from governmental intervention and arbitration in the past are some of the factors which contribute to the difficulties facing the parties and serve as an impediment to genuine collective bargaining. It is not a question of the absence of good faith but rather a matter of the presence of certain factors which normally do not plague employers and employees at the bargaining table.

Before dealing with each of the issues involved and setting out our recommendations on them, it is necessary to consider at some length two major questions placed before us by the parties. The first concerned the choice of an appropriate standard of comparison and the second was the claim of the Railways that in the present circumstances and in view of the anticipation of future developments, it was impossible for them to undertake any increase whatever in labour costs. We deal below with each of these in turn.

It was clear from the evidence that for some years earnings of the non-operating railway employees have been compared by previous conciliation boards and arbitrators and, indeed, by the Railways themselves, with the employees in a group of manufacturing industries known as "Durable Goods". The Unions claimed in their submission that this standard of comparison had been promoted by the Railways some years ago and was imposed on them, the Unions, by conciliators and arbitrators against their wish. They went on to submit that, since this standard of comparison has now been established by jurisprudence over a period of at least six years, the Unions were prepared to accept it and accordingly rested their entire case on that basis.

The Railways, on the other hand, submitted that on previous occasions they had advocated "Durable Goods" as a ceiling beyond which the earnings of their non-operating employees should not go. They claimed that experience had convinced them that they could no longer live with this standard. They submitted that a more thorough study of the comparison between "Durable Goods" and the Railways had led them, and should lead the Board, to the

conclusion that the comparison was not a valid one. They proposed, instead, a standard based on the average earnings of the entire paid working force in Canada.

In support of their proposed new standard, the Railways pointed out that the railway industry operates on a nation-wide basis, that it serves all ten provinces, that its employees live and work in villages and hamlets as well as in large and larger cities, that they work in high-wage areas as well as in low-wage areas, and that the work performed by railways employees covers a wide range in its nature and in the skills required.

Because of the reasons briefly summarized above, the Railways claimed that the only proper comparison is with the paid working force in Canada as a whole, that no segment of the Canadian paid working force is adequate for the purpose. They pointed out that the Railways are a service industry, serving every nook and cranny of Canada and that a comparison with manufacturing industry in general, and with the durable goods manufacturing group in particular, could not be and was not valid. The Railways, therefore, frankly retreated from their previous support of the durable goods comparison. Their witnesses developed statistics to show that durable goods employees were more concentrated in urban areas and in the higher-wage provinces than were the non-operating railway employees; that the rate of return on investment in the durable goods industries was higher than the rate of return on railway investment; that the gross revenue per employee in the durable goods industries was very much higher than the revenue per employee on the Railways; that, on the other hand, capital investment per employee on the Railways was very substantially higher than capital investment per employee in manufacturing industry; and that the ratio of payroll to revenue on the Railways was again substantially higher than the ratio of payroll to revenue in manufacturing generally and in the durable goods group. The Railways, therefore, concluded and urged on the Board that the durable goods comparison be abandoned and that it be replaced by a standard based on the average earnings of all the workers in the labour force in Canada.

The Railways submitted that "the proper wage criterion is that wages should meet a reasonable standard of adequacy within the community wherein the industry operates and any excess of wages over this basic standard must depend on the Railways' ability to pay".

The first point which this Board would wish to emphasize is that, in its opinion, there cannot be only one criterion governing wage determination. In every case there are several factors which must be taken into account. A proper standard of comparison is one factor, a very important one. Another is the pattern of wage increases in the community since the last wage increase was granted the particular group of employees involved. A third is the cost of living reflected by the consumers' price index which, in the present instance, has remained at the same level since the last wage increase. Finally, in appropriate circumstances, the ability of an industry to pay may also be of governing relevance. All of these factors must be kept in mind in attempting to arrive at a just and fair settlement of a wage or labour cost dispute.

However, the parties before us seemed to be agreed that in the case of railway wage disputes, it is even more important than usual to find an appropriate standard of comparison. The Unions requested the Board to make some observations to the effect that railway employees must be permitted to exercise their right to strike in the same way as other employees in the community. The Board believes that it is neither its function nor would it be appropriate for it to express an opinion on this point in this report. However, it is abundantly clear that any kind of interruption of railway service would necessarily be a very serious thing for the Canadian economy and for the Canadian people. It is, therefore, of paramount importance to Canada, to the Railways and to railway employees to find a solution to the differences between the parties without either side having to resort to economic action. And, it should be stressed, finding a peaceful solution is the responsibility not only of the Unions but also of the Railways and of the public. Because of this pressing consideration, it is obvious that a proper standard of comparison on the basis of which a railway wage dispute may be settled is of urgent importance. For this reason, the Board agrees with the parties that it is of value for the Board to recommend and for the parties to agree upon an appropriate basis for comparison.

We have, first, to deal with the new standard proposed by the Railways. From the evidence submitted and from exhibits filed, it appears that the total of paid workers in the labour force in Canada comprises every person working for a wage or salary and excludes self-employed people. Consequently, it includes some 80,000

females in domestic service, 120,000 agricultural workers, several thousand fishermen and trappers, almost 200,000 persons in the ranks of management, some 340,000 persons in the various professions, presumably ranging from low-paid professions to the very highly paid ones, many tens of thousands of people who are at work only part of the year, some 50,000 who work only 14 hours per week and less, some 100,000 who work less than 25 hours per week and some 200,000 who work 55 hours and more per week. Similarly, the evidence shows that some half million of the paid workers in Canada as a whole were from 14 to 19 years old, a proportion of 9.6 per cent of the total, obviously a much larger proportion than obtains among railway employees. Perhaps most important of all as far as the actual earnings are concerned, the evidence shows that the composite proposed by the Railways as an appropriate standard contains 27.4 per cent female workers, whereas among the non-operating railway employees there are only 3.6 per cent female workers actually represented by the Unions before us and no more than about 6 per cent among all non-operating employees. One can readily see the effect of this disparity in the proportion of female employees from the fact, placed in evidence by the Unions and not contradicted, that male earnings in the paid working force in Canada are double that of female earnings. No evidence was adduced to show the distribution of skills in the national composite as compared with that among non-operating railway employees, nor as to age distribution or any similar factor. In fact, it is fair to say that the Railways did not attempt to argue that the paid work force in Canada was comparable with the non-operating employees of the Railways as a group of employees with a group of employees. The submission of the Railways was merely that the only appropriate standard for the purposes of comparison was the level of earnings of paid workers in Canada as a whole as compared with the level of earnings of railway employees, and that not only of non-operating employees but of the entire railway working force.

The standard proposed by the Railways is not only unprecedented in railway disputes and in any other disputes in Canada, as was admitted by Railway witnesses, but it seems to us to be rather illogical and inconsistent. If the only basis for the standard is that it covers the whole of Canada as far as paid workers in the labour force are concerned, then it might be argued that there is no reason why it

should be limited to paid workers nor why self-employed people should be excluded. If the comparison is to be made with a composite that includes more than 100,000 agricultural workers, merely on the ground that such people are also served by the Railways, then perhaps self-employed farmers should also be included, since they are much more directly served by the Railways than even agricultural workers. If managers and engineers and railway presidents and other company presidents are to be included in a group with which the earnings of railway employees are compared, then there is no reason whatever why self-employed persons in industry and in services should not also be included. If lawyers, for example, being paid a salary by the railways or by other corporations are to be part of a composite with which the earnings of railway employees are compared, there is no logical reason why all lawyers, whether they work for themselves, are partners in a firm, or work at a salary, should not be included. In short, if the only ground for a comparison is the fact the Railways serve all the people of Canada, then it logically follows that the only justified comparison in such circumstances would be a simple comparison with the per capita income of all Canadians, men, women and children.

If this were so, it would also follow that there is no reason why such a comparison should be limited to railway employees. While it is true that the Railways serve all the people of Canada in a more direct way than most other industries, there are some parts of the Canadian economy which also serve the whole of Canada directly and all parts of it serve the whole of the country directly or indirectly. For example, the Federal Civil Service serves all of Canada directly; TCA and CPA, and other airlines, serve the whole of Canada; communications generally, not only telegraph, but radio, television and telephone serve the whole of Canada from coast to coast. The majority of the employees before us are employees of the Canadian National Railways and thus of the people of Canada. If the earnings of railway employees are to be based on a comparison with the per capita income of all the people of Canada, there is no reason why civil service members, employees of airlines, telephones and the like should not be subject to a similar comparison.

Comparisons for purposes of wage determination, if they are to have relevance and consistency, must take into account a number of factors, only one of which is

met by the standard proposed by the Railways. Such comparisons must take into account relative skills and the distribution of skills, the ratio of female workers to male workers in the given groups of employees; the geographical distribution of the employees; the traditional level of earnings for the groups compared in the scale of earnings in the community or, in other words, the history of the groups in respect of their relative positions in the Canadian working force; the relative position of the industries in the economy as a whole; and, finally, the position or status within the community traditionally and historically enjoyed by the members of the employee groups being compared. Nor can the relative size of the undertakings served by the employees be ignored.

In the case of only one of the factors just enumerated does the standard proposed by the Railways afford any basis of comparability, namely, the geographical distribution of the paid working force in Canada as compared with the distribution of railway employees. However, the comparison between the distribution of durable goods employees and railway employees is not sufficiently different to justify adopting a standard which fails to meet other considerations that must be taken into account.

For the purposes of clarity and to avoid misunderstanding it should, in passing, be pointed out that even the application of the Railways' standard would justify a very substantial increase in the wages of non-operating railway employees, that is to say, if the application is adjusted as far as the female-male ratio is concerned. The Board has made a calculation, based on the evidence and submissions of the parties, adjusting the average for paid workers in the labour force in Canada for the 12 months ending September 30, 1955, to the ratio of female to male employees obtaining among the non-operating railway employees. This would make the average annual earnings of the paid workers in the labour force in Canada \$3,384 during the 12-month period ending September 30, 1955. The calculation was based on an assumption of 6 per cent of female employees, which is the ratio of female workers in the non-operating employees of the Railways, including the unorganized portion as well as the organized majority. If we had taken the proportion of female employees proved in evidence, for the organized non-operating employees only, that is to say, for those employees represented by the Unions before us, the earnings for the 12-month period ending September 30, 1955, would have amounted

to \$3,426 or \$42 more. The average earnings for the same period for the non-operating employees were given by the Railways as \$3,091. The Railways then suggested that to this amount should be added an amount for payment in kind through subsidized rentals, an amount for commissions paid certain of the employees, and an amount to meet a discrepancy resulting from the fact that the salaries of executives and technical officers are not included in the average for the non-operating employees, whereas such salaries are included in the national average. The Board accepts the suggestion that these adjustments should be made. The Railways also suggested that an amount should be added for the free transportation privilege which employees of the Railways enjoy when travelling on trains. It is obvious to the Board that this is not income in any sense of the word, would not be so recognized by any agency in the country and cannot be added to income, even though it is a very valuable privilege to the employees. If the adjustments just dealt with are made in respect of these items which the Board accepts as relevant, the average earnings of non-operating employees for the period under discussion were \$3,196. This resulted as at September 30 last in a difference of \$188 if the adjustment for male to female in the non-operating employees as a whole is made, and in an amount of \$230 if an adjustment related to the ratio of male to female in the organized non-operating employees only is made. In the first case the difference amounted to an average of 9 cents per hour and in the second case, of some 11 cents per hour as at September 30, 1955. As this report is being written, six months have elapsed since the said date. There is no doubt that the national average has continued to increase, and that the difference would now be greater.

The difficulty the Board has in accepting the standard proposed by the Railways is not related to the result it may produce in any given situation. It is based on the simple fact that the so-called standard does not provide an appropriate basis of comparability; its application would lead to illogical results; it is as irrelevant for determining appropriate earnings for railway employees as for those in any other industry in Canada.

The railway industry is unique; there is no other railway industry in Canada with which it can be compared. Obviously, too, there are occupations on the Railways, even in the non-operating group, which are not duplicated anywhere else. Classifications

like train despatcher, train messenger or telegrapher are not found in other industries. However, by far the largest part of the non-operating employees consists of the various shop crafts, apprentices and helpers, all of whom are duplicated in ordinary industry; labourers, unskilled and semi-skilled, all of whom are found in ordinary industry; shippers, store-keepers, drivers, freight handlers, express and cartage employees, and clerks, all of whom have their counterpart in other industries.

Thus the closest comparable groups of employees to the non-operating force on the Railways, are those employed in manufacturing. And of the manufacturing group, "Durable Goods" has been accepted, at least since 1950, as the most comparable. There is a number of relevant pronouncements by previous chairmen of conciliation boards and by two eminent and distinguished arbitrators, as well as statements by spokesmen of the Railways themselves in previous disputes, all of which conclude that, while recognizing the difficulties involved, "Durable Goods" is the most appropriate comparison available. It is of value to set out some of these statements.

The following short sentence appeared in the report of a Board of Conciliation of which Mr. Justice J. O. Wilson was Chairman in 1950:

The variety of occupations in which non-operating rail workers are engaged is such that comparisons are difficult. However, such comparisons as are made should be with large groups, such as durable goods workers, which may also be expected to comprise a diversity of occupations and to include, as does the non-operating rail group, skilled and unskilled workers.

This conclusion of the learned Justice seems to have been made in reference to argument by the Unions that their members should be compared with employees in selected industries. The Board in that case rejected a selective basis of comparison proposed by the Unions and agreed with the Railways that the durable goods group furnished a proper basis.

As is well known, the dispute in 1950 was not settled on the basis of the conciliation board report and, after a stoppage occurred, a special Act of Parliament was passed pursuant to which Mr. Justice R. L. Kellock, of the Supreme Court of Canada, was appointed arbitrator. In his award, Mr. Justice Kellock goes into the question under discussion in some considerable detail and analyses in a thorough way the composition of the durable goods group and the arguments which the Unions then presented

against using this group as a basis for comparison. In his award, His Lordship reaches the following conclusion:

All of this merely emphasizes the obvious fact that in comparing railway wage rates with wage rates outside, the comparison should be with those sections of industry in which the nature and variety of employment, the proportions of male and female employees, and the territorial distribution are really comparable. The railway employees here in question are located all across the country in areas where industry is concentrated and where wages generally are high, as well as in less concentrated or agricultural areas where rates are lower, and railway occupations cover a wide range from that of the skilled craftsman to the unskilled labourer, and from the despatcher to the office boy, the wage structure having been built up by agreement to give effect rather to differences in responsibility and job content than primarily to geographical distribution....

Without going through the list in detail, a fair comparison on the basis of the factors already mentioned, is, in my opinion, furnished as nearly as may be by the group of industries falling under the head of "Durable Goods Manufacturing". That section of industry employs probably a higher proportion of skilled workers than is the case with manufacturing generally, and the proportion of female employees is said on the material before me, to be about the same as in the case of non-operating railway employees. Generally speaking, women in industry earn less than men, and the proportion of female employees is accordingly an important item in any proper comparison. In 1948 the durable goods industry was used as the basis of comparison for similar purposes in the United States by a presidential board which had to consider problems akin to those arising here.

We respectfully agree with His Lordship both as to the factors which must be considered in relation to a proper basis of comparison and to His Lordship's conclusion that those factors are mostly nearly met in the group of industries comprised in "Durable Goods".

Chronologically, we come next to the 1952 dispute between the employees before us and the Railways. Mr. Justice Kellock was at that time Chairman of a Board of Conciliation and he and Mr. Paul S. Smith, QC, the latter representing the Railways on that Board as he has on the present Board, made recommendations which formed the basis of eventual settlement. Again the question of a proper basis of comparison was before the Board. Again His Lordship made a very careful analysis of all the factors involved and again he reached the conclusion that the durable goods group is the most nearly comparable group of workers. The following excerpts from His Lordship's Report, which was

concurrent in by our colleague, Mr. Paul S. Smith, are enlightening and relevant:

In the inquiry as to a standard furnished by industry outside the railway industry with which wage rates in the railway industry may be justly compared, it is obvious, as already indicated, that the criteria of comparison should include as far as is reasonably possible, such matters as similarity of work and working conditions, similarity in the proportions of male and female employees and skilled, semi-skilled and unskilled workers as well as wide territorial distribution and regularity of employment.

...The proposed comparison is between non-operating railway workers and the durable goods industry as a whole. In our opinion, such a comparison is a valid one. The durable goods industry, like the non-operating railway industry, is composed of skilled, semi-skilled and unskilled workers. While it is undoubtedly true that in some of the industries making up the durable goods group the proportions of skilled, semi-skilled and unskilled workers are different from the proportions in the case of the non-operating railway group, nevertheless, when the comparison is with the durable goods group as a whole, the proportions on balance do not appear to be greatly different (Earlier in the report His Lordship had pointed out that the male to female ratio in "Durable Goods" is close to the ratio in the non-operating railway group)... No other group of workers in the Canadian economy furnishes, in the opinion of the Board, a comparison which answers all the requirements as well as the durable goods industry. It may be observed that a presidential board in the United States in 1948 also considered the comparison of durable goods to non-operating railway employees as a proper one.

Again we respectfully adopt and agree with His Lordship's reasoning and conclusion.

The next time the question of an appropriate standard for purposes of comparison arose was in the dispute in 1954. That dispute resulted from notice given by the Unions before us to the Railways before us in November of 1953 in which they asked amendments to their agreements involving, not any increase in wage rates or earnings, but a number of what are known as fringe benefits, such as paid statutory holidays, improved vacations and paid sick leave. That dispute came before a conciliation board in 1954, of which Mr. Justice Kellock was again Chairman, and, at the end of 1954, came before Mr. Justice Gordon McG. Sloan, Chief Justice of British Columbia, as arbitrator. Neither in the report of Mr. Justice Kellock nor in the award of Chief Justice Sloan is there any detailed examination of the problem of an appropriate standard. We presume that, in the circumstances of that dispute, it was not necessary to make such a detailed analysis both because it had been made in previous cases and because the dispute in 1954 concerned so-called fringe benefits

rather than rates of pay. However, both of the learned Justices take for granted that durable goods is the appropriate standard for purposes of comparison. Thus, Mr. Justice Kellock points out in one place in his report that the non-operating railway employees were "at a disadvantage in the matter of paid statutory holidays, measured by the standard of the existing practice in the durable goods industry—the standard which the Railways themselves have now for a number of years put forward as the best available for comparison in such matters". And Chief Justice Sloan makes the following relevant statements in his award:

The durable goods industry has been generally used as a yardstick of comparison with railway working conditions. There are areas in which conditions are, to a degree, parallel for comparative use but there are divergencies which render the yardstick misleading and not an absolute guide....

In the overall result, it seems to me that the durable goods industry may, with some reservations, be regarded as a reasonably good guide. It has at least one virtue; there is no other.

Of equal relevance and importance is the evidence as to the position of the Railways themselves in past cases on the point under discussion. As long ago as 1950, one of the witnesses for the Railways before the arbitrator expressed the view that "we again consider that the proper comparison is the whole group of durable goods industries, which is the higher paying group in manufacturing in any case".

Three short quotations from the submissions of the Railways to the 1952 Board will complete the history on this subject. They are as follows:

The groups constituting the non-operating railway employees are of a diverse character and include many distinct occupational classifications. In the diversity of their work these employees may not unreasonably be regarded as a cross-section of Canadian industry. It has appeared, therefore, that their average hourly earnings should be compared with those in manufacturing, and for this purpose durable goods manufacturing has generally been used, as being closest in composition to the railway employees and as affording them the most favourable standard....

It is submitted that this offer (made earlier by the Railways) represented a fair approach to the problem and that the Railways could not justify to the people of Canada the establishment of wage rates for this group on a level very substantially above that prevalent in the most nearly comparable sector of Canadian industry (viz., durable goods)....

Once again the Railways must emphasize that the work of the employees before this Board is broadly comparable with that in other industry and their wages can only be determined with justice to the employees

themselves, the Railways and the people of Canada by reference to the standards established currently in industry as a whole.

In short, a careful study of the evidence submitted to us on the history of the discussions concerning a suitable standard for comparison, shows that all of the factors which the Railways brought to the attention of this Board were before previous conciliation boards and arbitrators. It is true that the Railways appear to have done a much more detailed job of research and presentation in the present instance than they did in previous cases. However, presumably, by and large, the factors put before us were also in the minds of previous boards of conciliation and arbitrators. It was admitted before us that there have been no changes in the factors which were formerly accepted as the bases for establishing durable goods as the most nearly comparable group to that of non-operating employees. We know of no reason to change the established jurisprudence on this point. On the contrary, we fully share the views expressed by previous reports and awards that, with the necessary reservations arising from the fact that the railway industry is unique and that it has some occupations which cannot be found elsewhere, the durable goods group of manufacturing industry remains the most nearly comparable and forms an appropriate standard as a guide to the settlement of disputes between the non-operating employees and the Railways.

It is to be noted that the Unions have not always been willing to accept durable goods as the standard. At one time they insisted on parity with United States earnings; at another time they insisted on being compared with selected industries having higher earnings and a comparable history of collective bargaining. At last, however, the Unions are prepared to accept the position which the Railways had formerly advocated. They are now prepared to accept "Durable Goods" as the standard with which they desire to keep pace and, by necessary implication, beyond which they would not be justified in attempting to go. In view of this, it would be a pity if the established and accepted standard were now upset, unless there were very valid grounds for doing so. The evidence did not disclose any. In the totality of circumstances, we are of the opinion and so recommend that "Durable Goods" should continue to be accepted as the appropriate standard. However, in our opinion, no standard can be an absolute guide or be applied mathematically and mechanically, regardless of all other circumstances and factors.

We now turn to the second important preliminary point, namely, that of the Railways' ability to pay. This is of particular importance in the present case because the Railways have not merely taken the position that they can afford only so much and no more; instead they have taken the adamant position that they cannot afford to increase their labour costs by any amount whatever, not even a fraction of a cent per hour per employee.

Some of the submissions of the Railways on their financial position would seem to be incontrovertible. Most of the facts supplied this Board related to the Canadian Pacific Railway and the following paragraphs will deal with the position of that railway only. It should also be borne in mind that the evidence relates only to the rail operations of the company and not to any of its non-rail operations.

There is no doubt that the CPR has not enjoyed the permissive level of earnings established some years ago by the Board of Transport Commissioners in any year since the end of the war. Only in the year 1950 did it come close to meeting that level of earnings; in all the eleven years from 1945 to 1955 inclusive the earnings have been below and in all but 1950 they have been substantially below the permissive level.

There is no doubt that the rate of return on investment for the Canadian Pacific Railway is below the rate of return on investment in many other industries and has been so for a considerable number of years. In fact, it was suggested by one of the witnesses for the Unions on the basis of considerable evidence, that a rate of return of around 3 per cent has been a very frequent occurrence in the entire history of the Canadian Pacific Railway and that the years when the rate of return exceeded 3 per cent were relatively few.

Perhaps the most important fact which the Railways emphasized and supported by considerable and impressive evidence is the one relating to the limits which present circumstances impose on the possibilities of increasing earnings through increased freight rates. We are inclined to accept as a fact that the competition of other forms of transportation and, in particular, trucking transportation, makes it impossible for the Railways to increase freight rates across the board and that, indeed, in some cases they may have to reduce rates in order to attract new traffic or to recover some lost to competing modes of transportation. Railway spokesmen agreed that there is still room for increased revenue

from increased freight rates and the Canadian Pacific Railway witness estimated that his railway could augment its revenues from such a source by \$15 millions a year for traffic in Canada and an additional \$6 millions from traffic on which American rates apply, or a total of some \$21 millions a year. However, he insisted that that would be the limit of the addition to railway income from any freight rate increases.

The above facts seem to us to stand uncontradicted. We are not in a position to question the estimate of the witness for the Canadian Pacific Railway relative to the amount of additional income which may still be available through freight rate increases. The witness concerned was frank enough to inform the Board that his estimate was not based on any very careful mathematical analysis but was based on his general knowledge and general impressions of the situation as a result of his experience over the last few years. No doubt, the estimate of the witness was likely conservative rather than the opposite. However, it would be fruitless conjecture for this Board to attempt to weigh it, since its members have neither the information nor the necessary traffic experience on which to base a judgment.

The question before us is: to what extent should these facts affect the requests of the employees, assuming that they, or part of them, are justified by comparison with the established standard, namely, "Durable Goods". The evidence before us shows that in every year beginning with 1945 the Canadian Pacific Railway made a substantial profit on its rail operations, even though the Railways claim that such profits were never adequate. The claim is, that in fairness to the shareholders, the earnings of the Railway must be increased to a more appropriate level before labour costs are increased, because in the view of the Railways the level of earnings of their employees meets a reasonable standard of adequacy at the present time. They argue that in order to meet the requirements of this age and the pressures of competition, the Railways must invest hundreds of millions of dollars in new and modern equipment, and that the investors of such huge sums of capital are entitled to a higher return on their investment. They submit that, unless this Board is satisfied that their employees are below a reasonable standard of adequacy, the employees should not receive any increased share of the income of the industry without the shareholders first improving their share.

Further, the Railways claim that they are no longer in a position to pass increased costs on to their customers to any appreciable extent and that, consequently, increased labour costs would merely mean a reduction of the net earnings of the Railways even below the unsatisfactory level at which they have been in recent years.

The question of ability to pay is always a difficult one in wage determinations. At best, it is only one of the factors that must be taken into account. There is, in our respectful opinion, a great deal of validity in a statement made by Mr. Justice Wilson in his conciliation board report in 1950. We quote this statement because of its clarity and relevance:

The Board agrees that the financial condition of the Railways cannot be pleaded for the purpose of perpetuating any injustice to its employees. The Board agrees with the Unions that rail workers must not be required to accept sub-standard wages or onerous working hours in order to underwrite railway deficits. If the higher wages are deserved they must be paid and the public must pay the cost.

His Lordship's observation has even greater weight in the present circumstances when there are not any deficits to be considered but merely a claim that the profits are inadequate. And there are factors affecting railway revenues which place the responsibility of solving the financial problems of the railways on other shoulders than those of the employees.

The major such factor is the Crowsnest Pass grain rate. Chief Justice Sloan dealt with this matter in great and enlightening detail in his award in 1954. It is not necessary to cover all of the ground again. It will be remembered that the Crowsnest Pass rate has existed unchanged, except for a few years in the early twenties, since 1897. In other words, the Railways obtain for grain shipments from the Prairies west to Vancouver and east to the head of the Lakes a rate which is the same in 1956 as it was in 1897, in spite of the fact that all other costs have multiplied many times in the intervening 60 years. This rate is established by statute and neither the Railways nor the Board of Transport Commissioners can change it. It may safely be assumed that in the opinion of the Government and of Parliament, this has been considered for the welfare of Canada's export industry and, therefore, for the welfare of the Canadian economy as a whole.

The Railways estimate that if an economic rate were established for the grain now shipped under the Crowsnest rate, each of the two railway systems would

increase its net revenue by something between \$35 millions and \$40 millions per year. This would have doubled the net earnings of the Canadian Pacific Railways in 1955 and more than doubled the net earnings of the Canadian National Railways for that year. Even over the ten or eleven years since the end of the war an economic rate in place of the Crowsnest rate would have meant hundreds of millions of dollars more to the two Canadian railway systems.

As has already been said, Chief Justice Sloan dealt with this matter in considerable detail. We cannot do better than quote a short section of his comments on this point:

The Railways, in seeking means to retrench, are now, it seems to me, asking the working men and women of the non-operating force to accept working conditions less favourable than those now enjoyed in comparative industries.... In that sense employees of the Railways, represented before me, are being asked to subsidize the effects of a national policy.

If I am right in my conclusion that the direct and indirect effects of the Crowsnest Pass rates are a major contributing factor to the present situation in which the Railways find themselves, and the evidence before me can lead me to no other rational conclusion, then it is my respectful opinion that some fair share at least of this burden should be shouldered by the people of Canada from the national treasury—a suggestion not entirely bare of relevant precedent....

This field is one of grave comprehensive public policy. I have entered upon it with trepidation. I would have, however, felt remiss in the broader concept of my own duty had I sought to escape a heavy responsibility by refusing to recognize and record circumstances of paramount public importance and ever increasing economic consequence. These circumstances are relevant and basic in this inquiry because, unless examined, would result, as I have said, in non-operating rail employees, in effect, subsidizing public policy by a contribution measured in terms of the prevailing disparity in conditions of their employment.

The evidence adduced before this Board fully supports the facts which Chief Justice Sloan outlined in his award and the conclusions which he set down. Whatever remedy the Government and Parliament of Canada may consider appropriate, and whether or not they consider any remedy necessary, the fact remains that the Railways are by statute required to carry grain at an uneconomic rate which causes them losses of many millions of dollars each year. It would, in our opinion, be the height of injustice if, to use Chief Justice Sloan's words, the non-operating employees were required to subsidize "public policy by a contribution measured in terms of the prevailing disparity in conditions of their employment". We do not believe that the people of Canada would wish or, indeed, condone

such a result. The Crowsnest rate is not the only factor which is beyond the control both of the Railways and of the employees. Another one is passenger service. This has resulted in consistent huge losses to the Railways, losses in the order of \$45 millions annually. The nature of the franchise which Parliament has given the railway industry requires it to provide services for passengers which are frequently uneconomic. The Railways must maintain those services and any reduction of them must first receive the approval of the Board of Transport Commissioners. Railway experts expressed the opinion to this Board that as a result of the modernization program which the Railways have introduced, they believe that in time the Railways will surmount the problem of unprofitable passenger service. We hope that this will prove to be the case. In the meantime, however, it remains true that the revenues of the Railways have always been seriously affected by passenger service losses and are still so affected. Whatever the appropriate remedy may be for that, either through action by the Railways or through action by Parliament, it is our opinion that, again, railway employees must not be required to subsidize unprofitable passenger service. That service is necessary, even when unprofitable, in order to enable the citizens and residents of this huge country to move about as required by their circumstances. In other words, it is a necessity for the welfare of all the Canadian people that such services be available. It cannot be the wish of the same Canadian people that their comfort, convenience and needs be subsidized by those of them who happen to work for the Railways.

One other matter is relevant to this discussion. We were informed that in cases before the Board of Transport Commissioners, the Canadian Pacific Railway has traditionally been used as the "yardstick" railway. We can readily understand the reasons for this in cases involving freight rate increases. On the other hand, this Board has grave doubts as to whether it is as valid to use the Canadian Pacific Railway as the "yardstick" railway for purposes of determining the wages and working conditions of all railway employees. After all, the Canadian National Railways employ a considerably large number of workers, indeed, substantially more than half of the employees represented before us. Canadian National Railways employees are in effect employed by the people of Canada. It may well be that the Canadian National Railways is the more appropriate yardstick for wage determination,

since its employees certainly have a right to request from the people of Canada who employ them that their standard be kept at a level with the nearest comparable standard in Canadian industry.

At all events, the Chairman has kept the financial evidence of the railways carefully in mind and has given their claim of inability to pay weight in seeking recommendations which would be fair and just in all the circumstances. Mr. Lewis, on the other hand, supports the position of the Unions that the claim of inability to pay should not play any part in the recommendations of this Board, particularly since he is not convinced that the claim is valid in most of its aspects. Both signatories to this report are, however, agreed that it is not possible to redress the disparity between the earnings of non-operating employees and the earnings of durable goods employees in one adjustment. The total cost of such an adjustment would be heavier than the railway industry should be asked to bear immediately and all at one time. Consequently, the recommendations which we make in the hope that they will form the basis of a settlement between the parties fall short of parity with the "Durable Goods" standard for the reasons given.

Wages

The Unions originally asked for an increase in wage rates of 18 per cent. Part of that request they sought to justify by arguing that the employees are entitled to an increase which would compensate them for the lag behind the "Durable Goods" standard which they have suffered since their last increase. We cannot accept this part of the Unions' submission. Firstly, the lag was partly due to the conscious decision of the Unions themselves in the fall of 1953 not to seek a wage increase at that time, although they obviously intended to do so one year later and, as a result of unavoidable delays, could not do so until two years later. Secondly, it is surely impossible to justify rectifying a lag by increasing rates, since such rate increases would continue after the period when they merely compensated for the lag.

On the other hand, the position of the Railways that the employees represented before this Board should not receive any increase at all appears to us, with respect, to be both impractical and unjust. No matter what standard be used at any given time, one thing is certain and that is that the standard has not remained stationary. In the present case, it must be remembered that the employees before us have not had any increase in wages since September 1952,

by virtue of an agreement which terminated at December 31, 1953. Thus, from every consideration of equity, the employees represented before us are entitled to a substantial improvement in their earnings.

It must be borne in mind that since the non-operating employees' present wages and salaries were established in September 1952, wage and salary earners generally have enjoyed increased earnings. Civil servants, employees in Crown companies, employees in "Durable Goods" and in manufacturing generally have all received increases, in some cases two or three during the period. The people of Canada would surely not expect their employees on the Canadian National Railways to accept a settlement which would give them no adjustment in earnings during a period of four years in which their other employees in the Civil Service and in Crown corporations, their representatives in Parliament and in the Legislatures, their judiciary and all other public servants, have been granted substantial increases in wages and salaries. The owners of the Canadian Pacific Railway and the other Railways should not, in our respectful opinion, expect their employees to continue working without any improvement in earnings while employees in "Durable Goods" and in manufacturing generally enjoy a continuous and substantial advance in their earnings. It is apparent, therefore, that no settlement of the present dispute would be fair and equitable unless an adequate upward adjustment in wages were granted.

The question of what that adjustment should be has given the signatories to this report much concern. At January 1956, the "Durable Goods" average was \$1.573 per hour while the non-operating average was \$1.467 per hour. This is a difference of about 10½ cents and would require an increase of over 7 per cent for non-operating employees effective January 1, 1956. The chairman is of the opinion that, while "Durable Goods" should remain as a guide, it is not possible to use it as an absolute standard in disregard of other factors which govern and must govern wage determination. While he recognizes that the wages of the employees of the Railways have remained unchanged since September 1952, it is also a fact that to attempt to establish parity with "Durable Goods" would place far too heavy a burden on the earnings and finances of the Railways. Mr. David Lewis has some reservations on this point but agrees that the proposed recommendations are, in the circumstances, fair both to the employees and to the Railways.

The present hourly rate for Labourer is \$1.22-3 and that for skilled tradesmen \$1.71.

After careful consideration of all the evidence before us we make the following recommendations as to wages, in the belief that during the term of a two-year agreement the settlement proposed will remove part, but not all of the disparity between the earnings of non-operating railway employees and employees in "Durable Goods". In view of the anticipated buoyancy of the Canadian economy, the increases proposed should be within the financial reach of the Railways during the years 1956 and 1957:—

(1) An increase of 6 per cent in the wage rates of all non-operating railway employees effective April 1, 1956.

(2) One-half of this increase to be retroactive to January 1, 1956.

(3) A further increase of 2 per cent effective November 1, 1956, such further increase to be on the wage rates as they were at December 31, 1955.

(4) A further increase of 3 per cent effective June 1, 1957, such further increase also to be computed on the wage rates as they were at December 31, 1955.

(5) The collective agreement to be effective from January 1, 1956, to December 31, 1957, or for a period of two years.

Health and Welfare

The Unions requested that the Railways pay 8 cents per hour per employee toward a non-contributory health and welfare plan which would comprise wide coverage including life insurance, hospitalization, surgical and medical costs, weekly pay during absence for sickness and accidents, and other related benefits. The Railways took the position that, on the whole, the protection requested by the Unions should not form part of a collective agreement. Their spokesman emphasized his opinion that such protection should be the responsibility of the individual employees to obtain in accordance with his particular circumstances, needs and desires. There was a direct implication that the Railways would be ready to facilitate a group protection plan of any sort through the deduction of premiums for the employees, a practice which is already prevalent in several instances on both railway systems, but that the employees themselves should pay for such a plan. The Railways further took the position that the cost of their pension schemes is such that they are justified in claiming that their contribution to the welfare of their employees, of which pensions must be considered to be a part, is already as high as that in outside

industry. Finally, they claimed that the part of their pension schemes which provides that half the pension continue to be paid to the spouse of certain retired employees after their death is, in effect, an important life insurance provision.

In our opinion, the evidence does not permit the acceptance either of the Unions' request as proposed or of the Railways' arguments. The evidence is clear that health and welfare plans have increasingly become an integral part of labour-management relationships and that, in increasing degree, such plans are becoming part of collective bargaining and of collective agreements. The evidence is also clear that such health and welfare plans are present in industry regardless of the existence of and in addition to pension schemes. We find it impossible to accept the proposition that, at this stage of Canadian labour-management relationships, a health and welfare plan is not an appropriate and accepted part of collective bargaining. Nothing in present-day Canadian experience supports the position of the Railways.

In this connection it is of interest to note that Mr. Justice Kellock, in his report on the 1954 dispute, when dealing with the then request by the Unions for paid sick leave, which he rejected, also stated:

I think, however, in view of the current trend in industry towards some form of protection against the misfortune or disaster of illness or injury, the time has come when some contributory plan ought to be instituted for the benefit of railway employees.

With respects, we fully agree with His Lordship. However, the request of the Unions for a non-contributory scheme costing the employers 8 cents per hour, is, on the evidence, far beyond the prevalent practice in industry. The evidence was overwhelming that the most common practice in Canadian industry is a contributory welfare plan, the cost of which is shared equally by employer and employee. We cannot see any justification for recommending in respect of the employees of the Railways a more favourable type of welfare arrangement than that which is prevalent in industry generally. Union spokesmen, as well as the Railways, agreed that it would require some considerable number of months to negotiate and to put into effect an appropriate health and welfare plan. It is obvious that this Board should not usurp the role of the parties and attempt to impose on them any particular form of benefit. These must remain subject to negotiations between them and subject to the wishes of the employees as well as the Unions and the Railways.

After careful consideration of all the factors involved, we recommend that a contributory health and welfare plan be instituted and put into effect no later than January 1, 1957, such plan to cost a total of 5 cents per hour per employee, towards which the Railways would contribute one-half the cost, namely, 2½ cents per hour per employee commencing January 1, 1957.

Statutory Holidays

Most of the collective agreements, with minor exceptions, now provide for the observance of seven Statutory Holidays, namely, New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day. As a result of the award of Chief Justice Sloan on the 1954 dispute, hourly-paid employees and certain train service employees receive pay for five of these seven holidays when not worked. Since employees, when they work on these five holidays, receive, in addition to a day's pay for the holiday, pay at regular rates for the hours worked.

For the sake of clarity, the Unions' requests for amendments in this sphere may be divided into three parts as follows:—

(1) The addition of an eighth holiday, namely Remembrance Day, to be observed by everybody.

(2) Pay for all eight holidays when not worked to hourly-rated and train service employees who now receive pay for five holidays.

(3) An extra day's pay to monthly-rated employees in a pay period during which one of the eight holidays occurs.

We deal first and very briefly with the third part of the request. Both during the presentations to the Board of Conciliation and during arbitration of the dispute in 1954, the Unions took the position that monthly-rated employees were not paid for holidays observed by them, whereas the Railways took the position that they were, in effect, paid for them by virtue of the fact that their monthly pay was not reduced during a month in which a holiday occurred. This matter was dealt with very thoroughly both by Mr. Justice Kellock in his conciliation board report and by Chief Justice Sloan in his arbitration award. Both the learned justices reached the conclusion that monthly-rated employees were, in effect, paid for statutory holidays not worked by virtue of the fact that their monthly pay remained unaffected by the occurrence of such a holiday.

The very way in which the Unions phrased their present request on this point

emphasizes the correctness of the conclusions reached by their Lordships. The Unions do not simply request that employees on monthly rate be given eight holidays off with pay, they are, by the circumstances, constrained to phrase their request in the form of an extra day's pay during a month in which a holiday occurs. This hardly meets the accepted philosophy behind payment for statutory holidays, namely, compensation for earnings otherwise lost through the occurrence of the holiday.

Without going into any further detail, we are respectfully of the opinion that the conclusion reached by Mr. Justice Kellock and by Chief Justice Sloan should stand and suggest to the Unions that this matter should be considered settled. Thus, in the opinion of the Board, the request for an extra day's pay to monthly-rated employees during a pay period in which a holiday occurs cannot be justified and should not be granted.

On the evidence submitted, there is no doubt but that payment for eight statutory holidays is the most common pattern, not only in durable goods but in all manufacturing. In the former, 52.6 per cent of employees enjoyed, as at April 1955, eight statutory holidays and for all manufacturing the figure was 47.3 per cent; 10.7 per cent in "Durable Goods" and 11.2 per cent in all manufacturing enjoyed seven paid statutory holidays. If the two figures are combined we have 63.3 per cent in "Durable Goods" and 58.5 per cent in all manufacturing enjoying seven or eight paid statutory holidays per year. These figures are taken from an Exhibit filed by the Railways (c-71) which also gives the information that the average number of paid statutory holidays for employees for whom information was available at April 1955 was 6.84.

After careful consideration of the evidence above briefly summarized, we recommend the addition of one paid statutory holiday, namely, Thanksgiving Day, during 1956, and the further addition of one statutory holiday, namely, Victoria Day, during 1957, both of which are now observed but not paid for. These additional paid statutory holidays are to affect all the employees who now receive pay for five statutory holidays and payment should be on the same basis as that used at the present time both as to holidays worked and not worked.

This recommendation seeks to close the gap in two stages. It means, in effect, that during 1956 the employees before us would receive pay for six statutory holidays and, during 1957, for seven such holidays.

Conclusion and Summary

Precisely because of the basic importance of the railway industry to the whole Canadian economy and to the welfare of the Canadian people we deem it our duty, as representatives of the public, and consider it to be the duty also of the Railways and of their employees, to seek a peaceful settlement of their dispute. In the opinion of the Board it will prove most difficult to find a basis for peaceful settlement unless the Railways are prepared to recognize that their employees are entitled to earnings which reflect a just and appropriate relationship to those which they themselves considered in the past to be the most nearly comparable group in outside industry, namely, the "Durable Goods". Similarly, the Unions must be prepared to acknowledge and to give weight to the particular problems at present confronting the Railways of Canada. In the recommendations which we respectfully make for the peaceful settlement of the present dispute, we have sought to give weight to both these considerations. This is not a Board of Arbitration nor a Royal Commission. Our recommendations are made solely in the interest of providing a basis for settlement. We urge the parties to accept our proposed terms of settlement which upon examination we believe will prove to compare favourably with the current pattern of settlements in industry generally.

The recommendations may now be summarized as follows:

(1) That the parties sign a collective agreement to be effective for two years from January 1, 1956, until December 31, 1957.

(2) That effective April 1, 1956, the non-operating employees before us receive a wage increase of 6 per cent of their rates as they were at December 31, 1955, half of said 6 per cent to be retroactive to January 1, 1956.

(3) That effective November 1, 1956, there be a further wage increase of 2 per cent on the rates as at December 31, 1955.

(4) That effective June 1, 1957, there be a further increase of 3 per cent on the wage rates as at December 31, 1955, to remain effective until the termination date of the agreement.

(5) That effective January 1, 1957, a health and welfare plan be instituted for the employees before us, on a contributory basis, costing in total 5 cents per hour per employee, toward the cost of which the Railways are to contribute $2\frac{1}{2}$ cents per hour per employee commencing January 1,

1957, the details of such plan to be negotiated by the parties by said date.

(6) That all the employees who now receive pay for five statutory holidays receive pay for a sixth holiday, namely, Thanksgiving Day, during 1956, on the same basis as they now receive it for the five holidays.

(7) That all the employees referred to in the immediately preceding point receive

pay for a seventh statutory holiday, namely, Victoria Day, in 1957, on the same basis.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) DAVID LEWIS,
Member.

Dated at Toronto, Ontario, this 9th day of April, 1956.

MINORITY REPORT

The Conciliation Board in this matter was established pursuant to certain wages and other demands made by a group of unions representing about 91 per cent of the non-operating employees of the Railways above mentioned.

The total number of non-operating employees on these Railways amounts to 141,744 (based on average monthly counts for the 12 months ending September 30, 1955). Of these, 128,315 are organized and represented by the unions, while 13,429 are not so organized. (See Appendix 2 produced by the unions, as corrected.) Together they comprise 78 per cent of all railway employees.

For purposes of this report, where non-operating employees are referred to by the abbreviation "non-ops", reference is made to the whole group of 141,744. I see no practical or useful way to deal with the issues in dispute except to deal with these employees as a group. It is obvious that any changes in wages or other benefits would have to be extended to the unorganized as well as to those represented by the Unions.

The Unions' demands can be summarized as follows:—

1. *Wages*—An increase of 18 per cent.

2. *Welfare*—A payment of an amount equivalent to 8 cents per hour, to be used in purchasing a wide range of insurance, hospitalization, surgical, medical and sickness benefits.

3. *Statutory Holidays*—Three additional paid statutory holidays to the five already enjoyed and payment of an extra day's or extra days' pay to monthly rated employees in any month in which a holiday or holidays occur.

The Railways' position with respect to the three demands is that in each area—wages, welfare and paid holidays—the employees are fairly and adequately compensated, taking all relevant circumstances into account, and that no increases are justified at the present time or for the next contract period.

These demands, if allowed in full, would involve a cost of some 37 cents per hour or a 25 per cent increase in the average hourly earnings of the "non-ops" employees.

To show the fantastic nature of these demands in dollars, the Railways produced Exhibit C-39. The figures in this exhibit were not questioned during the hearings. In summary they are as follows:

Cost of 1 per cent wage increase to all non-ops	\$ 4,352,900
Extended on basis of 18 per cent demand	78,353,000
<hr/>	
Statutory holidays, including 3 additional for hourly rated and bonus of 8 for monthly paid, would amount to..	8,951,000
Welfare Plan as proposed.....	23,973,000
A total for this "non-ops" group of....	\$ 111,277,000

As no question of differentials between this group and other railway employees was raised by the Unions, it is in my mind a fair assumption that the Unions take for granted that the Railways would not change those already existing. On this basis, if the demands as made were extended to all railway employees, we would arrive at the staggering sum total of \$159,406,000.

If any comment is needed to show how utterly unrealistic such a demand is, we need go no farther than to compare the figure with the combined net rail income for Canada's two major railways, CNR and CPR, for 1955, which totalled \$69,000,000.

Sometimes these wage demands are referred to as getting a bigger slice of the "pie" but in this case the Unions want all the "pie" plus one whole "pie" that is not there, and then some.

It is true that before the Board Mr. Hall, representing the Unions, stated that some concessions could be made in the welfare demand, what these were he did not say; so the above figures could perhaps be modified to the extent of whatever part of the \$23,973,000 Mr. Hall had in his mind as a concession.

These demands were served upon the Railways in November 1955. Negotiations between the parties were unsuccessful and

the present Board of Conciliation commenced its hearings on January 30, 1956.

A mass of evidence and argument was put before the Board, involving some 1,500 pages of transcript and over 90 exhibits, some of which covered many pages.

I shall endeavour to deal with the three heads under which the demands fall in the inverse order to that in which they are mentioned above.

Statutory Holidays

The hourly paid "non-ops" now have five paid statutory holidays. The demand is for three more holidays for this group and for acceptance of the rather startling proposition that the monthly paid "non-ops" should receive a "bonus" of a day's pay (although it is not referred to by this term by the Unions) in any month in which a holiday occurred. If one or more additional holidays occurred in any month, of course, the "bonus" would be increased accordingly.

This same demand on a larger basis, i.e., for eight statutory holidays and other benefits, was made before Mr. Justice Sloan, acting as an arbitrator. Its whole justification was carefully considered by him and, in an award dated November 19, 1954, effective January 1, 1955, Mr. Justice Sloan, for the reasons set out in his award (which I shall not attempt to set out here), awarded this same group of employees five paid statutory holidays to the hourly-paid group and held that the monthly paid employees were already being paid for statutory holidays not worked. Mr. Justice Sloan also granted certain increased vacation benefits. With the paid holidays, he estimated the total cost of his award at \$6,931,000.

The significant part of the award, however, as it may affect these proceedings, is the penultimate paragraph thereof, and I quote:

The implementation of this award will, in my view of the evidence, remove *under presently existing circumstances*, in great if not total measure, the disparity in working conditions now operating against those Railway employees to whom it applies. (*Italics mine.*)

Mr. Justice Sloan was referring to circumstances existing as of January 1, 1955. In my opinion the onus was on the Unions to show this Board either—

(a) that circumstances had changed in the period since January 1, 1955, with respect to statutory holidays in Canada as a whole; or

(b) that some new evidence which was not made before Mr. Justice Sloan would now justify this demand.

Neither of these alternatives was established and I would therefore recommend no change on the present basis of awarding paid statutory holidays.

Welfare Benefits

The employees ask for an amount of 8 cents per hour to purchase certain non-contributory broad life insurance, hospitalization, medical, surgical, sickness and accident benefits, the total cost of which would be, as is pointed out above, some \$23,973,000. This is the amount that Mr. Hall intimated the Unions would make some concession on. Generally such a demand is made on a basis of certain specific and desired coverages, whose cost is then estimated after an exhaustive survey of the risks to be covered. On being questioned as to the rather unusual form of the demand, Mr. Hall excused this by saying that no real negotiations had taken place between the parties on this score. An estimate prepared by some alleged but unnamed insurance specialists was placed before the Board giving the probable cost of a long list of benefits. The value, if any, of this document, prepared with none of the pertinent facts available as to proportion of male to female, married to single, age groupings, etc., is very doubtful to say the least.

In my opinion, the matter of fringe benefits, including pensions and other welfare items, from the point of view of cost to the employer and what actually is obtained therefrom by the employee, must be looked at as a whole. If the whole benefits received and the total cost are comparable to the highest industrial standard offered for comparison, then there would seem to be no justification to say that one or other of the long list of the items which are covered to a larger or less degree elsewhere, if missing, must therefore be added to the total cost of the package, whatever the total cost may have advanced to at that time.

This is the position taken by the Railways with respect to this demand, and I quote from the Railways' summation, p. 59:

It is the position of the Railways therefore that in the field of welfare benefits, the employees of the Railways are now in a preferred position even comparing them with the leaders in the community, that is, durable goods.

The Unions attempt to justify their demand on a comparison with durable goods and all manufacturing, but even their own exhibits showed no justification whatever for the position taken that any such

plan, even if justified by all other circumstances, should be on a non-contributory basis.

The Railways at the present time are contributing more to the general area of fringe benefits by pension benefits than the total average cost to the employer in durable goods. Durable goods is mentioned as having probably the highest average cost level in all industry. However, I do not wish to infer that durables on any score are a proper or just comparison with the railway industry for the reasons I mention later on in this report. Nevertheless, if the very highest existing level of fringe benefits that can be found is exceeded in cost by what the railway employees are now getting, the proposition advanced by the Railways must, in my opinion, be maintained.

In this connection the Railways produced Exhibit C-66, which was a study prepared by this same group of Unions for submission to the Sloan arbitration late in 1954. This study shows that the average contribution made by durable goods to health and welfare benefits was 2·7 cents per hour. Added to this was an estimated cost of life insurance benefits of ·6 cents per hour. These two items add up to 3·3 cents per hour.

A further item of the fringe benefit group is, of course, pensions. A detailed study of pension plans in industry was not available; at least none was produced by the Unions. However, one of the Railway witnesses did produce a study of pension costs in nine of the leading companies in the durable goods conglomeration. The combined average cost for these nine companies was 7 cents per hour. The Economic Research Branch of the Department of Labour, in a publication setting out the situation as of April 1, 1955, shows that out of 2,817 establishments covered involving 387,550 employees, only 58·3 per cent had pension plans in effect covering plant employees. Therefore, adjusting the 7 cents above mentioned for this ratio, the average pension cost in the large sample covered results in a figure of 4·1 cents per hour. This, when added to the 3·3 cents results in a total cost for all welfare benefits in durables, including pensions, of 7·4 cents per hour. This must be compared to the Railways' proven contribution to pensions of just over 11 cents per hour, which, as the evidence also shows, has not yet reached its peak. In other words, over a period of years this 11 cents plus will increase until a balanced level is reached.

Without going into detail, an important and unusual feature of the Railways' pension plan is certainly the survivorship

benefits. These no doubt contribute in some measure to the high cost but, where they apply, give all the protection and in a larger measure than is ordinarily provided by relatively small amounts of life insurance coverage in other welfare plans.

These survivorship benefits provide for a pension to the wife if the husband dies in service or after retirement on pension.

Mr. Gossage, at Vol. 3, p. 216, of his evidence, pointed out in this connection that, as an example of this feature of protection to surviving widows, since January 1, 1953, when it became effective under CPR plan alone, 296 widows are receiving pensions which average \$63.90 per month. Based on the average age of this group and Government annuity tables, the average capital value of the actual payments would be a sum of \$12,238. I merely cite this as an example of how far ahead this is of the usual \$2,000 to \$3,000 life insurance coverage under welfare plans in industry, when they exist at all.

The railway employees are therefore receiving benefits in the fringe benefit area which are more costly than any known elsewhere in Canadian industry, at least as the facts presented to the Board would show. The fact that this high cost and high benefits have in the course of time been restricted to a certain part of that area rather than being spread more thinly over the entire area does not in any way lessen, in my opinion, the validity of the Railways' position, that they are, if anything, out in front as regards the cost and amount of fringe benefits furnished to their employees.

For the foregoing reasons, I would recommend no change to present conditions with respect to this demand of the Unions.

Wage Demand

In February 1953, the employees now before this Board agreed to a wage settlement effective from September 1, 1952, to December 31, 1953. From that date to November 1955, *no demand for a wage increase* by this group was made on the Railways.

This to me is a very significant fact.

At Vol. 1, p. 54, of the transcript, appears the following exchange between Mr. Hall, spokesman for the Unions and Mr. Taylor, Chairman of the Board:

Mr. Taylor—Not only was there no increase put into effect but none was demanded.

Mr. Hall—That's right. We asked for it in terms of fringe benefits.

This request culminated in Mr. Justice Sloan's report granting paid statutory

holidays and improved vacation benefits, effective January 1, 1955.

In my opinion, this disposes completely and effectively of any claims by the Unions that their wages "stagnated" during the period prior to January 1, 1956, or that any lag occurred which could be said to have an unfair or adverse effect on the agreed-upon wage levels.

As I have pointed out above, the present wage demand was served on the Railways only in November 1955.

The Unions' submission to this Board is that wages of non-operating employees should be measured by the standard provided through comparison with wages in that statistical industrial conglomerate known by the Dominion Bureau of Statistics as "durable goods industries" (Unions' submission U-7, p. 14). The Railways' position is that there were fundamental and basic differences between the railway industry and durable goods industries and that durable goods industries could not form an acceptable basis for a just determination of wage levels in the railway industry which must serve all Canadians in all parts of Canada.

The Railways, as they state, for the first time made a detailed analysis of the basic differences between the railway and durable goods industries. A review of earlier decisions of arbitrators and conciliation boards dealing with railway disputes, in one of which I participated, shows some concern at fixing railway wages in relation to wages in durable goods industries. It is unfortunate that the railways did not make this detailed analysis of differences previously, but that is what occurred.

Even though as a member of the 1952 Board I participated in using a comparison with durable goods, I am convinced in the light of the facts brought to the attention of this Board that such a comparison is erroneous. Having come to this conclusion, to continue such a comparison in this dispute would merely be perpetuating an error; certainly no doctrine of *stare decisis* is applicable under the circumstances in these proceedings.

The most important difference between durables and the Railways in my view is that railway employees work throughout Canada and are not concentrated in high-wage areas as is the general pattern in durable goods. Railway workers are to be found in all provinces. Exhibit C-50 shows that in the Maritime Provinces, the Railways had 12.1 per cent of their employees as compared with only 4.3 per cent of durable goods employees. In the Prairie Provinces, the Railways had 29.1 per cent

and durables only 5.5 per cent. In Ontario, where durables had 56.8 per cent of their employees and the railways 24.8 per cent, durables were generally concentrated in the high-wage area of Southern Ontario, while railway employees were spread throughout the province. Again, as was shown in Exhibit C-50, 39.2 per cent of non-operating railway employees work in rural communities or small centres as compared with only 26.5 per cent of durable goods employees. It must be remembered that railway wages are uniform throughout the country, which is in direct contrast with the situation in durable goods. Outside the railways, differences in wage levels even for the same work in the same industry and, indeed, in the same company are dependent generally speaking upon the locality.

Another important difference arises from the fact that the railway industry is a service industry while the industries comprising durable goods are production industries. From this basic difference in the nature of the industries, a number of important dissimilarities emerge. Outstanding is the proportion of revenues that is taken for wages. Exhibit C-49 sets up this condition most clearly. Railways throughout the period commencing in 1945 until the present have had an extremely high ratio of payrolls to total receipts. In 1954 this was about 55 per cent. For durable goods it was only 26 per cent. The evidence shows that in the post-war period railway payrolls have been taking a growing proportion of revenues. In durable goods industries the proportion has remained almost the same. As a result, the cost impact of wage increases on the railways is much more severe. To offset a given percentage increase in wage costs, the Railways would have to increase their prices more than twice as much as durable goods industries (Vol. 1, pp. 80-81).

As a service industry, in contrast to a production industry, a much higher proportion of labour expense in the Railways must be devoted to maintenance work. About 40 per cent of railway revenues are taken up in maintenance work (Vol. I, p. 82). Maintenance work, in many cases, must be done on a job basis and does not permit of the savings arising from the mechanization of the repetitive processes of manufacturing.

The Railways produced Exhibit C-48, comparing the movement since 1939 of prices in various sections of durable goods industries with the Railways. Over this period there is no doubt the durable goods industries have been able to raise their prices to a greater extent and with less

difficulty than the Railways; and the Railways have now proved that their ability to adjust prices is severely restricted by intensive competition on a broad front. I was impressed with the serious restriction on the Railways' ability to adjust prices arising from growing highway competition. The impact of this competition was clearly shown in the traffic evidence submitted by the Railways. The change in the situation since 1952 is marked. In 1953, the Railways before the Board of Transport Commissioners estimated that general freight rate increases could yield a total of \$75 million per annum for Canadian National and \$56 million per annum for Canadian Pacific (Vol. IV, p. 247). Compared with this, the maximum possible yield from general freight rate increases at the present time is \$20 million per annum for Canadian National and \$15 million for Canadian Pacific.

The Railways have found by experience—and this was demonstrated by reference to specific cases—that if all traffic is made subject to general rate increases some is lost forever. Even where traffic could be regained, it was proved that sometimes it was necessary to reduce rates to a level even lower than had existed prior to the increase being put into effect. Undoubtedly the Railways will be able to increase their revenues to some extent on traffic to the United States, or related to United States rates. The rates on this traffic were increased effective March 7, 1956. An estimate on a full year's basis of the increased revenue from this traffic has been given at \$6 million for Canadian National and \$6½ million for Canadian Pacific. That gives a total possible increase in revenue from freight rate increases of \$26 million for Canadian National and \$21½ million for Canadian Pacific. This should be contrasted with total revenues of over \$600 million for Canadian National and over \$400 million for Canadian Pacific and represents an increase in total revenues of from 4 per cent to 5 per cent only.

The difficulty of the Railways in adjusting prices and the large proportion of revenues taken up by payrolls are reflected in the inadequate rate of return of the Railways. This is in strong contrast to the situation in durable goods. In recent years, the rate of return in the railway industry (Exhibit C-41) has been below 2 per cent and for Canadian Pacific has not exceeded 3 per cent. The rate of return in durable goods industry has been around 12 per cent. While the Railways did not contend that they should have a rate of return equal to durable goods, they

did contend that their present return was most unsatisfactory and that it made a comparison between the railway industry and durable goods grossly unfair.

The Railways introduced evidence of other dissimilarities which must not be overlooked and which support the fact that no proper comparison can be made with durable goods. I shall not refer to these except to note the marked difference in both annual revenue per employee and capital investment per employee in the railway industry as contrasted with durable goods industries. The Railways, in Exhibits C-55 and C-56 and in evidence dealing with these exhibits (Vol. III, pp. 133 to 142), showed that they were under a disability in the revenue associated with each employee and the capital associated with each employee as compared with durable goods. The absolute level of revenue per railway employee in 1945 was far below that in durable goods. Since then the rate of growth for the railways has been much less in spite of the fact that they have increased their investment per employee much more rapidly than have durable goods industries. This is summed up as follows (Vol. III, p. 142, 1. 31):

This is we have a situation that our revenue per employee is low, our initial investment per employee is very high and the rate of new investment that is required is also very high and yet we are not getting the increase in revenue per employee that we would look for to carry this investment. From this it should also be obvious why the railways should be unable to increase the wages of their employees in the same proportion as these durable goods industries in which the inherent cost factors of producing revenue are so much more favourable.

In the arbitration of 1950 (p. 10) reference is made to the fact that in comparing non-operating employees with durable goods, the highest-rated railway employees are not included. In the present case, however, the Railways introduced evidence to show a comparison under existing rates between all wage-earners in the railway industry and all wage-earners in the durable goods industries. To make this comparison, the Railways (Vol. IV, p. 204, 1. 4) eliminated from the non-operating group the clerical and supervisory employees who are not included in the durable goods average hourly earnings for wage-earners. They then added the wage-earning employees from the operating group in order to make a segment of wage-earners covering a similar range. Here again, for the first time, the Railways introduced new facts that compel consideration. The calculation provided shows, after the necessary adjustments are made, the average hourly

earnings of railway workers for the 12-month period ending September 30, 1955, would be \$1,598 compared with the average in the same period of durable goods industries of \$1,549, a difference in favour of railway workers of about 5 cents per hour. If the comparison is made with the December 1955 figure for durable goods of \$1,574, the difference remains in favour of the railway worker by some 2 cents per hour. I agree with the position taken by the Railways that a comparison between durable goods and non-operating employees for purposes of wage determination is improper, but I also conclude that if the relative position of the two groups of workers is to be considered in any way, the same range of workers in the railway industry must be looked at as is covered in the published figures for wage-earners in durable goods. Comparisons that have been made in the past have not made this logical and necessary adjustment.

The outstanding fact, in my opinion, in dealing with wage questions in the railway industry, is that there is no group that is comparable to railway workers. As has been said, the railway industry in Canada is a unique industry. The breadth of its operations and the fact that it has uniform rates across the country cannot be overlooked. While it does employ substantial numbers of craftsmen and labourers, who have their counterpart in industry, at the same time it employs many classes that do not have any counterpart in industry, for example, telegraphers and porters and running trades employees. The range of skills in the railway industry is very wide, as wide as the range of skills in the whole working population of the country.

In my view the railway industry cannot be compared with any small group. The fact that it has approximately 200,000 employees makes comparison with a limited group dangerous in itself. It seems clear to me that if the railway industry as an industry cannot be compared with any industrial group, then it is equally wrong to compare a group such as the non-operating employees with any industrial group. Non-operating employees, as I pointed out above, comprise 78 per cent of all railway employees and contain large numbers of employees who have no counterpart in industry, as the Unions recognized (Vol. I, p. 60, 1. 32).

In spite of the unique nature of the railway industry, which must necessarily affect its employees, a standard by which to judge the fairness and reasonableness of all railway wages was put forward by the Railways. In the very nature of

things, any standard applied to railway workers must have some disabilities. Only two standards were before the Board for consideration. I have dealt at length with why I cannot accept durable goods as a standard. The standard advanced by the Railways was as unique as the industry itself, in my experience, but, after giving the matter very careful consideration and recognizing the disabilities the criterion advanced by the Railways has, I believe that it does provide a more appropriate basis for testing wage levels in the railway industry than does durable goods. The railway criterion recognized that railway wages must meet a standard of adequacy and any excess over that standard must be governed by the ability of the industry to pay. The standard of adequacy advanced by the Railways for all railway workers was the average of all paid workers in the community from the highest to the lowest.

All railway workers were not before us; only the non-operating employees were before this Board. I do think it important to emphasize the necessity of treating all non-operating employees as a group, as I point out above. Any attempt to distinguish between the organized and unorganized employees in this group is unrealistic.

It was pointed out during argument that the proper comparison for a test for adequacy was all railway employees compared with the national average and this comparison was appropriate even though the Board was dealing only with the non-operating employees, because no claim for adjustment in the relationships between the wages of the various classifications of railway employees had been made—that is, the Board was not asked to consider any claim for adjustment of differentials between the non-operating and operating employees. Consistent with this, the employees made clear that their demands were so framed as to maintain existing differentials within the non-operating group itself (Vol. I, p. 123, 1. 10).

It was pointed out by the Railways (Vol. IV, p. 80, 1. 12) that "...should the average for all railway employees be below the community average there would be no doubt that the non-operating employees as part of the railway industry were failing to meet the test of reasonable standard of adequacy". If all railway employees fell below the national average for paid workers in Canada, then existing wages for non-operating employees would not be fair and reasonable.

The facts were developed in detail. Exhibit C-54, which was prepared by the Railways at the request of the Chairman,

showed that for the 12 months ending September 1955, paid workers in the labour force in Canada had average annual earnings of \$3,011 while all railway employees excluding executives and officials earned \$3,375. At the request of the Chairman, the Economics and Research Branch of the Department of Labour under date of February 22, 1956, prepared a statement showing the average earnings of paid workers in Canada by months over a period of years. Taking the last 12 months available, that is, from December 1954, through November 1955, the annual average earnings for all paid workers in Canada are \$3,019. Using this latter figure in comparison with all railway workers, even excluding executives and officials, we find that railway employees are \$356 higher than the national average. That existing wages in the railway industry meet a reasonable standard of adequacy is demonstrated by this comparison.

While the standard of adequacy arising from a comparison with the average of all paid workers in Canada is a standard primarily for application to all railway workers, nevertheless, as stated by a witness for the Railways, it would be "... a very desirable objective that the segment of employees before this Board should be maintained on a reasonable comparison with that standard" (Vol. IV, p. 64, 1. 16). I agree with the witness that bringing about this desirable end depends on the ability to pay of the Railways. I will deal with this point later; but leaving it aside for now, it was demonstrated to my satisfaction that even the non-operating segment of railway employees is receiving wages which place these employees within a fraction of 1 per cent of the average of all paid workers in Canada.

As I have said, the annual average earnings for all paid workers in Canada in the period from December 1954 through November 1955 is \$3,019. This figure of annual average earnings includes an allowance for income in kind, such as meals and living accommodation. The Railways provide living accommodation on a free or reduced cost basis to a number of their employees and also provide other types of accommodation to some of their employees and free meals or meals at less than cost to other employees. None of these are reported in railway employees' earnings and the railways did not attempt to place a money value on all of them.

During final argument the Unions informed the Board that they had consulted the Department of Labour and the result of their investigation was that income of

all paid workers included a certain amount for payments in kind which would be small and was estimated by the Department at 1 per cent. If income in kind is eliminated from the community average by deducting the 1 per cent, that is, \$30, it becomes \$2,989.

As I intend to make a strict comparison of the community average with the non-operating group to ascertain whether the desirable objective referred to by the Railways' witness mentioned above does exist at current wage rates, it is necessary to remove from the community average all railway workers. The effect of railway workers on the national average, the Board was informed, was to increase it by \$20. If this sum is deducted from the adjusted average of \$2,989 it becomes \$2,969.

During the hearings before the Board there was considerable discussion of the male-female ratio in the community average as compared with railway workers. A railway witness said that it was the only major dissimilarity and it was not important in the light of offsetting factors. These offsetting factors were developed and I will deal with them later.

The proportion of female employees in the non-operating group of railway employees is not clear. The Unions made a study covering the organized non-operating employees and found that in this part of non-operating employees the proportion of women was 3.6 per cent. In 1952 the Hon. Mr. Justice Kellock and myself found that there were approximately 7 per cent females among non-operating employees. That is, when the organized and non-organized are added together—and this, as I said earlier, in my view is essential—the proportion of women rose to approximately 7 per cent. The railways in the present proceedings did not present a study of the proportion of females in the non-operating group. A witness for the Unions, however, stated that, while he did not know of the study on which the 1952 finding was based, it was to his knowledge that since 1952 no greater proportion of females was laid off than anybody else (Vol. IV, p. 286, 1. 29; p. 287, 1. 1).

Under the circumstances, I think the benefit of the doubt should be given to the Unions and I am therefore accepting 6.5 per cent as the proportion of women in the non-operating group.

The Unions supplied data which showed that in the community average the proportion of women was 27.3 per cent. It can be seen from Exhibit U-18, p. 11, that women in full-time employment earned 51

per cent of men's annual income. This is a 1951 study but is the best we have. If adjustments are made in the community average to reflect these facts so that the community average can be expressed as the amount that would have been earned by all paid workers if the ratio of male-female in the total working force in Canada was the same as the ratio of male-female in the non-operating group, the community average becomes \$3,320. This is the figure which may be compared with railway non-operating annual average earnings to see whether existing wage levels meet the desirable objective referred to earlier; but before this can be done, as was pointed out by the Railways, certain adjustments have to be made in the railway earnings to reflect plus factors not reported as compensation.

The Railways supplied a calculation of these amounts. First I think it is necessary to adjust the railway non-operating annual average earnings for the fact that the community average includes executives and technical personnel and the non-operating group does not. To make this adjustment requires an addition to the railway figure of \$75. The latest figure given by the Railways for the non-operating group was for the year ending September 1955, and this was \$3,091. If \$75 is added to this, it becomes \$3,166.

A group of railway employees is paid commissions and the amount so earned is not reflected in the annual average earnings of railway employees. The amount was \$2.6 millions from which certain sums are paid out by the recipients to others. After a liberal adjustment was made of this figure for the sums paid out, it amounted to \$15 for each non-operating employee. Adding this figure to \$3,166 raises it to \$3,181.

In the railway industry employees are granted free transportation and this is used extensively by all employees. A special study was made by the Canadian Pacific as to the value of free transportation in a year. This showed that the value of the transportation per employee amounted to \$120. This, it is interesting to note, was corroborated by a study of the Pennsylvania Railroad which was brought to the attention of the Board by the Unions. In the case of the Pennsylvania the amount was stated to be \$114. The longer distances travelled by the Canadian Railways could easily explain this difference. When the sum of \$120 is added to the figure of \$3,181 referred to earlier, the total becomes \$3,301.

The result therefore is that the adjusted community average of \$3,320 can be compared with the adjusted non-op average of \$3,301, a difference of less than 1 per cent, as I pointed out above.

The closeness of the figures supports the contention of the Railways that existing wages are fair and reasonable and that the Unions' demands for wage adjustments cannot be justified in whole or in part in light of all the facts.

The Railways contend that their employees, including their non-operating employees, are fairly dealt with at existing wage levels and they point out that in the post-war period real wages, that is, what an hour's work will buy, have increased by 25 per cent. They also point out that cost of living as measured by the consumers' price index for the year 1955 is one-tenth of one per cent less than for the year 1952. The Railways point out that in contrast to the increase of 25 per cent in the post-war period in the real wages of their employees, the rate of return on net railway investment had declined sharply (Exhibit C-41).

In the light of the comparison of all railway workers with the national average and the comparison even of the non-operating group with the national average, it is clear that railway wages now meet a basic standard of adequacy.

I am in complete agreement with the Railways' contention that ability to pay must be a consideration in the determination of wage disputes. As the Railways say, ability to pay or its converse must be taken into account. The weight to be given to it, that is, whether it is dominant or secondary, depends on the circumstances. The Railways' position is that any excess over a reasonable standard of adequacy for wages of railway employees must be governed by ability to pay. The Unions take a surprising stand on this issue; they say that ability to pay is relevant in a wage dispute, but inability to pay is irrelevant. The logic of this stand, if any, is difficult to follow.

The financial situation of the Railways was put before the Board in great detail. To say the situation is bad is putting it mildly. In 1955, a good year as far as gross revenues were concerned, the Railways had a smaller return on their investment than the Textile Industry, which is generally considered to be in a depressed condition.

Canadian Pacific, with a net investment of \$1.3 billion, had a return of only 2.8 per cent in 1955—less than that on Government Savings Bonds—while the CNR, in

the period since recapitalization in 1952, have failed to meet their fixed charges by some \$36 million. On this basis the CPR is unable to attract sorely needed investment capital and, under other circumstances, the CNR could not long continue in a situation where fixed charges are not met. An interesting item in this connection appears in the March 25, 1956, issue of *The New York Times*, which shows a sharply contrasting situation in the United States, where, it is pointed out on page 1 of the Financial Section, the nation's railways had a net return of 4.2 per cent. This rate of return on their investment for the CPR or the CNR would, if it could be obtained, completely alter the poor financial situation now existing.

Exhibit C-64 points up this whole situation. It shows, on a basis of 1945 equals 100, that by 1954 the consumers' price index had increased 54.9 per cent and wages for non-operating employees had increased 91.5 per cent, but the rate of return on the rail investment of the CPR had declined by 41.9 per cent to a figure in 1955, as I pointed out above, of only 2.8 per cent.

In this connection also it might be well to take a look at the man who is so often completely forgotten in wage disputes. I refer to the shareholder. After ten years of general prosperity, the shareholder in the CPR is receiving a return on the book value of his investment of only 2.7 per cent and the market price of the stock is only about 60 per cent of its book value.

An interesting example was given to the Board showing in strong contrast how the fortunes of a shareholder and an employee have fared over the years. In 1928-29 the average annual earnings of a sectionman were about \$1,000. This figure is equal to the dividends received at that time on 100 shares of stock at \$10 per share. By 1954 the sectionman's earnings had increased by 153 per cent but, even though the stock was split 4 for 1, the income from the 400 shares had declined by 40 per cent.

The two main causes of the Railways' financial troubles are, of course, the statutory grain rates, fixed at a rate which has not increased for over 50 years, and losses incurred in furnishing required passenger services. The out-of-pocket losses on passenger traffic of the two main Canadian Railways amount to about \$40 million per annum, and, although the Railways are taking vigorous and successful steps to cut this loss, the loss of some \$60 to \$65 million per year as a result of the imposed statutory grain rates is not within the Railways' power to correct.

On the facts presented to the Board, the Railways' relative inability to pay was fully established.

The Railways point out that they are not experiencing any general difficulty in securing employees. They do point out that there are spot shortages. This is not unusual in the Railways' experience or unusual even in highly-rated industries such as durable goods. The turnover in the railway industry is not high compared with the past. Indeed, it is lower than it was in a number of years in the post-war period (Exhibit C-10).

At the request of the Unions, the Board asked the Railways to compare their separation rate with other industries. From the information they were able to secure from the Dominion Bureau of Statistics (Exhibit C-75) it is clear that the Railways' separation rate is lower than in many industrial groups, particularly in the durable classification, and is not higher than any single group.

It may be difficult for railway employees to accept the fact that they are not entitled to a wage increase when many other workers in the community are receiving wage increases. Railway workers, however, must be governed by the conditions that affect the industry in which they work. They cannot be governed either by the most fortunate or the least fortunate workers in the community. The fact is that existing wage levels in the railway industry, while certainly not placing railway workers in the forefront of paid workers in Canada as a whole, do place them above the average. As I have said, even the non-operating group, which eliminates the higher skilled and higher paid railway workers, is so close to the national average that any difference is not significant.

The railway industry must improve its competitive position. To do so, it must modernize its plant and adjust itself to the demands of the shipping public in the light of the competitive situation in which it now lives. This will require the yearly expenditures of further large sums of capital. The railways have improved their efficiency through capital expenditures markedly in the post-war period. This trend must continue. However, until the net earnings of Railways are increased to a more reasonable level, railway workers—and we are particularly concerned with the non-operating group—must be limited by the factual situation that was established before this Board.

At the close of the hearings and after argument, the Board made a vigorous

attempt to reconcile the positions taken by the parties in order to arrive at a mutually satisfactory settlement of the dispute. This effort was ineffective.

For the foregoing reasons and under all the circumstances, I cannot recommend any

wage change for this group in the year 1956.

(Sgd.) PAUL S. SMITH,
Member.

Montreal, March 27, 1956.

Report of Board in Dispute between

Nova Scotian Hotel, Halifax
and

Hotel and Restaurant Employees' and Bartenders'
International Union

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Nova Scotian Hotel, Halifax (Canadian National Hotels Limited), and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union.

The Board was under the chairmanship of A. M. MacIntosh, Barrister, New Glasgow, N.S., who was appointed by the Minister in the absence of a joint recommendation from the other two members, F. D. Smith, QC, and Harold A. Shea, both of Halifax, nominees of the company and Union respectively.

The text of the report is reproduced below.

The Board of Conciliation comprised of A. M. MacIntosh, Chairman, F. D. Smith, QC, Company Nominee, and Harold A. Shea, the Union's Nominee, herein submits its report in the above dispute.

This dispute arose out of a failure of the parties to agree upon amendments to be made to the collective agreement dated October 1, 1953.

Under date of August 2, 1955, the Union served notice on the company by letter of the employees' desire to revise the existing collective agreement. Particulars of the employees' request were as follows:

i. Effective October 1, 1955, rates of pay shall be increased in the amount of fifteen (15) cents per hour applied so as to give effect to this increase in pay irrespective of the method of payment.

ii. There will be established for all employees a work week of forty (40) hours, consisting of five days of eight hours each, with two consecutive days off in each seven; the work weeks may be staggered in accordance with operational requirements; so far as practicable the days off shall be Saturday and Sunday. The hours of work established to create a forty (40) hour work week shall be embodied into and be a part of the collective agreement.

Other suggested amendments to the collective agreement were as follows:—

Article 3, Rule (b)—An employee having sixty (60) days' or less service will be considered as on probation, and shall hold no rights under the promotion rules of this agreement, and if found unsuitable will not be retained in the service of the Company.

Article 8, Rule (a)—An employee having more than sixty (60) days' service will not be disciplined or discharged until the charges against him have been investigated.

Article 12, Rule (c)—To the extent practicable, employees shall not be required to work on the following legal holidays:—

New Year's Day
Good Friday
Victoria Day
Dominion Day
Halifax Natal Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day.

Rule (d)—Section 2. Employees shall be given forty-eight (48) hours' notice of their day off in lieu of a legal holiday.

Article 15, Rule (b)—Section 2. This section to be deleted from the collective agreement.

Article 17, Rule (a)—Section 1. An employee who at the beginning of the calendar year has maintained an employment relationship with the company for fifteen (15) years or more will be allowed three (3) weeks' vacation with pay.

Sick Leave, Rule (a)—An employee having one (1) year's continuous service shall be entitled to sick leave with pay not exceeding six (6) days in any one year. On request of the company, a physician's certificate shall be shown by the employee for such sick leave.

Rule (b)—Sick leave not taken in any year shall not be compensated for but shall

be cumulative up to a total of thirty (30) days in all and may be granted in whole or in part in any subsequent year on presentation to the company of a physician's certificate showing that such sick leave is necessary.

History of Dispute

Owing to the receipts of these demands by the Union the parties met on September 26 but were unable to resolve the issues in dispute. The Union subsequently applied for conciliation services and a meeting with the Federal Conciliation Officer failed to bring about any settlement. The Minister of Labour has therefore appointed this Board to hear the dispute and make its recommendations.

The Board held hearings on the matter on February 1 and 2 at Halifax, during which briefs and rebuttals to same were presented by both parties. In addition to these hearings the Board interviewed both parties separately in an attempt to narrow down the issues between them. As a result of these latter meetings the Union reduced its demands from those as above outlined to the following:—

- (a) A forty-hour week.
- (b) A 3 per cent adjustment of the wage rates for non-gratuity payroll employees.
- (c) Three weeks vacation for employees of fifteen (15) years' service or more.

However, the company maintained their stand that no concessions whatever were justified. The company's representatives agreed to consider a suggestion of the Chairman with regard to a proposed implementation of the forty-hour week. However, this suggestion was in due course turned down and the Board was convened on March 2 to determine its recommendations. It was obvious to the Board that the issues with which the Union were concerned were three in number, namely:

1. Increase in wages.
2. The 40-hour a week.
3. The 3 weeks' vacation of 15-year employees.

This is borne out by their compromise offer above mentioned.

The Board is therefore taking the stand that the original terms of reference have been reduced to these last three mentioned items.

Recommendations

The Board recommends as follows, the company representative dissenting on all points except those where the Board is stated to be unanimous.

1. *Increase in wages*—The Board is unanimous in recommending that no wage increase is justified at this time.

While cognizant of the fact that no general wage increase has been granted to the employees since 1950, nevertheless the wage rates at this hotel are still 30 to 40 per cent higher than those of its main competitors, the Lord Nelson Hotel. It is perhaps at this stage significant to note that the same union represents the employees of both hotels.

Since the conclusion of the last agreement with the Union in October 1953, the level of prices has been rather stable. In the City of Halifax the consumer price index, which was 114.0 on October 1, 1953, rose only slightly to 114.7 as of December 1, 1955, according to figures released by the Dominion Bureau of Statistics. In other words the cost of living in the City of Halifax is for all practical purposes the same now as it was in 1953, when the present agreement was signed.

2. *40-Hour Week*—According to the company's submission, 92.4 per cent of employees covered by the collective agreement now work an average 44-hour week on a 5½-day-a-week basis or on an alternating 5 and 6-day week of 40 and 48 hours respectively. The remaining 7.6 per cent of employees, comprising maintenance personnel, now work a 40-hour week.

Several objections were made to the implementation of the 40-hour week by the company.

It was contended that no other hotel in the Maritimes has such an arrangement. However, this fact in itself is not sufficient to justify a refusal of this item. The answer must be found in the question as to whether or not the suggestion is a reasonable and acceptable principle and does not impose too heavy a financial burden on the company involved. It cannot be argued that the 40-hour week is not more or less an established principle in business and industry today. Nor can it be argued that the 40-hour week is not in effect in comparable hotels in other areas of the country. Admittedly the hotel business is a 7-day-per-week operation, but this fact in itself is not sufficient grounds to deny the request, as other hotels have overcome this particular problem. The Nova Scotian Hotel employees as above-mentioned presently work a 40-hour week for 50 per cent of their working time. Therefore it would appear that from an administrative viewpoint there can be no valid objection to this request.

From a financial standpoint there is no doubt that this item entails the hiring of additional staff. However, it is not felt that the increased cost involved poses a serious threat to the financial position of

the hotel to such an extent as to jeopardize its competitive position in the hotel business.

On the other hand, as there are problem peculiar to hotel operations in the implementation of the 40-hour week, it is recommended that this arrangement be effective from the 1st of January, 1957. This recommendation is made by the Chairman and Union Nominee, the Company Nominee dissenting.

3. *Three weeks' vacation* for employees with fifteen (15) years' service or more.

The Board is of the opinion that this request is a reasonable one as a reward to employees of long standing. The hotel has been in operation since 1930 and this item covers only 15.1 per cent of scheduled employees or 18.3 per cent of all employees. It would therefore appear reasonable to presume that this percentage figure is a more or less stationary one.

The cost involved to put this request into effect is negligible and no serious attempt was made by the company to deny the request on this account.

The Board has been informed that the schedule of 1956 vacations has already been set down and for this reason the recommendation is to be effective from the 1st of January, 1957.

This recommendation is made by the Chairman and Union Nominee, the Company Nominee dissenting.

All of which is respectfully submitted.

(Sgd.) A. M. MacINTOSH,
Chairman.

(Sgd.) H. A. SHEA,
Member.

March 21, 1956.

MINORITY REPORT

I have signed the Report prepared by the Chairman. As expressly stated therein, I dissent from the recommendations of the Chairman and of Mr. Shea in respect of (a) 40-hour week and (b) three weeks' vacation for employees with fifteen years' service or more, and from the reasons on which each of these recommendation is based.

I am therefore submitting my reasons for my dissent in respect of these two matters in this minority report.

I am of opinion that the adequacy of the wage rates and the fairness of the working conditions at this hotel must be judged by comparison with the rates and conditions prevailing in the hotel industry in the Maritime Provinces. The evidence adduced shows that the rates and conditions at this

hotel are substantially higher than and much superior to those of the rest of the industry in these Provinces.

In these circumstances, I can find no reason why the proprietor of this hotel should be asked to accede to any of the proposals which have been made by the Union.

The Board is unanimous in its finding that no case has been made out for any of the proposals except the one with respect to the putting into effect of a 40-hour work week and the one regarding three weeks' vacation with pay for employees of fifteen years' standing. I concur in all the recommendations of the Chairman and Mr. Shea except those with respect to these two matters.

If the company reduced its work week and maintained the present earnings of its employees, it would, in effect, thereby increase its payroll costs to the extent necessary to pay the wages of the employees who will be required to render service commensurate with the efficiency and standard of service now being rendered. The company has given evidence that this would mean an additional annual expense to it of about \$41,000 and I accept this evidence. A 40-hour week is not in effect in any other hotel in the Maritime Provinces. It is my view that there is no justification for the establishment in this hotel of a 40-hour week when the wages and working conditions are better than in any other hotel in these Provinces. The company should not be saddled with this additional expense which would have, of necessity, a serious effect on its earning power and competitive position.

For similar reasons it is my view that the proposal with respect to three weeks' vacation with pay is unsound. The evidence led shows that there is only one hotel in the Maritime Provinces which grants to any of its employees three weeks' vacation with pay. There is, in my opinion, no reason why the proprietor of this hotel should be asked to agree to this additional concession while its employees are so well treated from the standpoint of higher wages and better working conditions, as contrasted with the other hotels in these Provinces.

I am therefore unable to concur in these two recommendations of the Chairman and Mr. Shea and must dissent from the report of the Board with respect thereto.

(Sgd.) F. D. SMITH,
Member.

Halifax, N.S., March 27, 1956.

Report of Board in Dispute between

Association of Lake Carriers

and

Seafarers' International Union of North America

The Board of Conciliation and Investigation herein met at the King Edward Hotel, Toronto, Ont., on Wednesday, March 14, 1956.

The following were present, namely:—

The Members of the Board: Judge Walter Little, Chairman; Mr. J. Clifford Adams, QC, Companies' Nominee; Mr. John Raymond, Union Nominee.

For the Companies: Mr. E. Macaulay Dillon, QC, Counsel; Mr. Benjamin Lamb, Assistant Counsel; Mr. W. Dunkerley, Personnel Manager, Canada Steamship Lines, Ltd.; Mr. John E. F. Misener, General Manager, Misener Holdings; Mr. C. Gordon Hacquoil, Manager, Steamship Division, N. M. Paterson & Sons, Ltd.; Mr. T. J. Houtman, Personnel Manager, Upper Lakes-St. Lawrence Transportation Co. Ltd.; Mr. J. H. McDougall, Vice-President, Finance, Hall Corporation of Canada; Mr. J. R. H. Robertson, Secretary-Treasurer, Mohawk Navigation Co. Ltd., and Beaconsfield Steamships Ltd.

And for the Union: Mr. Leonard J. McLaughlin, Mr. William Glasgow, Mr. Edward Bedford, Mr. John Stirling, and Mr. H. F. Walsh, Negotiating Committee.

The Board met again in the Mount Royal Hotel, Montreal, Que., on Wednesday and Thursday, March 28 and 29, 1956.

The following were present, namely:—

The Members of the Board: Judge Walter Little, Chairman; Mr. J. Clifford Adams, QC, Companies' Nominee; Mr. John Raymond, Union Nominee.

For the Companies: Mr. E. Macaulay Dillon, QC, Counsel; Mr. W. Dunkerley, Personnel Manager, Canada Steamship Lines, Ltd.; Mr. John E. F. Misener, General Manager, Misener Holdings; Mr. J. McEwen, Representative, N. M. Paterson & Sons, Ltd.; Mr. T. J. Houtman, Personnel Manager, Upper Lakes-St. Lawrence Transportation Co. Ltd.; Mr. C. Anderson, Representative, Hall Corporation of Canada; Mr. J. R. H. Robertson, Secretary-Treasurer, Mohawk Navigation Co. Ltd., and Beaconsfield Steamships Ltd.

And for the Union: Mr. Leonard J. McLaughlin, Mr. Edward Bedford, Mr. J. Hunter, Mr. C. Lee, Mr. J. McGough, and Capt. J. Deslaurier, Negotiating Committee.

Following the presentation of formal briefs by each of the parties, it was evident

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Association of Lake Carriers, Port Colborne (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson and Sons, Limited; Upper Lakes and St. Lawrence Transportation Company, Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company, Limited; and Beaconsfield Steamships Limited), and the Seafarers' International Union of North America.

The Board was under the chairmanship of His Honour Judge Walter Little, Parry Sound, who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. Clifford Adams, QC, and John Raymond, both of Toronto, nominees of the companies and Union respectively.

The text of the report is reproduced below.

that many of the numerous issues raised were of such a nature that they could, in normal circumstances, easily be settled by direct negotiations between the parties.

The Companies had presented ten requests for modification or clarification of the former agreements, to which the Union made no detailed reply, and we gained the impression that these matters were either not opposed by the Union or could easily be resolved after the major issues were settled.

Similarly, of the eleven proposals put forward by the Union, all but three of these seemed to be matters which could either be: (a) accepted by the Companies, or (b) matters of no great significance or consequence, or (c) matters which the Union would not seriously press.

The remaining three items which raised issues of considerable difficulty were:—

1. The schedule of hourly rates involving a shift from a monthly basis of payment to an hourly basis of payment, and calling for substantial increases in rates of remuneration;

2. Limitation on hours of work;

3. Increased payment for overtime work.

According to calculations made by the Companies and set forth in their brief, the impact of these three items alone would amount to approximately 98 per cent increase in remuneration of the employees represented by the Union.

Accordingly the Board attempted to persuade the parties to enter into negotiations with respect to these major items with the following results:

The Union insisted that the Companies would have to concede the hourly method of payment instead of the former monthly method before negotiations could commence.

The Companies' Counsel stated that while the Union had not made out a case for any increase in remuneration that the Companies were, nevertheless, prepared to offer a reasonable increase and suggested that negotiations should proceed on the basis that both parties set aside the question as to the method of remuneration—that is, hourly rates or monthly rates—without prejudice to the position of either party on such issue, and attempt first to determine the amount of increase which would be acceptable.

The Companies' Counsel further stated that if the Union was prepared: (a) to admit that some substantial reduction in the total increase demanded would be accepted, and (b) to defer without prejudice to the position of either party the issue of the method of computing the employees' remuneration, that he was prepared to offer and place on the table a proposal for a reasonable increase.

We were unable to persuade the Union to: (a) either defer without prejudice to its position discussions on the method of remuneration, or (b) to indicate even to the members of the Board privately what modifications, if any, in its original proposal it was prepared to accept.

The Union appeared to be under the impression that it would seriously prejudice its position if it were to discuss the amount of total increase without first having obtained the agreement of the Companies to an hourly basis of payment. Without such prior commitment the Union did not appear to be interested in finding out what amount of increase the Companies thought was reasonable.

Under these circumstances the Board could not make any progress towards conciliating the dispute, and, therefore, feel obliged to conclude the proceedings by making this report.

With respect to most of the issues, as indicated above, we do not believe that the parties would have any difficulty in resolving them, and probably any comments from this Board would not assist the parties.

With respect to the three major items referred to above, the material filed with us does not establish any basis upon which

we could make specific or positive recommendations.

These parties have been in contractual relationships for several years and the present remuneration, working conditions and methods of computing pay are all the result of previous collective bargaining between these parties. It would require the most cogent and compelling evidence to justify changes in these arrangements which would amount to approximately 98 per cent of the present labour costs of the Companies involved. We are unable to find such evidence in the material presented to us. On the other hand, the Companies appear disposed to make a reasonable increase. Under the circumstances we do not think it proper to press the Companies to disclose the amount of increase which they consider reasonable.

It is obvious to us that these parties must resume direct negotiations at some time in the near future, and that it is probably better for all concerned if any offer of increase which the Companies might wish to make should be withheld until such time as there is reasonable prospect of direct negotiations being resumed on a normal and usual basis.

All of which is respectfully submitted.

(Sgd.) WALTER LITTLE,
Chairman.

(Sgd.) J. C. ADAMS,
Member.

Dated at Parry Sound, Ontario, this 12th day of April, 1956.

MINORITY REPORT

As a Member of the Conciliation Board appointed to hear the above dispute, having now concluded its investigation, I have the honour to submit the following report:—

Recommendations:

Union Proposal for Implementation of Hourly Rate

It is recommended that on this matter the Union's demands be granted in full. Both on the principal of the hourly method of wage computations and on the actual money demand with whatever increases would entail. It is felt that an employee, having only one thing to sell, which is his labour, the prerogative of the manner of marketing that commodity should remain as a privilege of the employee. The increases sought by the Union in conjunction with the hourly request are justified in view of the present pattern of wage increases in effect across Canada. Therefore the Union Nominee awards this union demand in full.

Union Proposal for Implementation of Vacation Pay

The Union demand as contained in Clause 10 of the union proposals are particularly justified in view of the prevailing national practice, and of the official view of provincial and federal Government, which is reflected in legislation across Canada. Therefore the Union Nominee is pleased to award this demand in full.

Union Request for Penalty Rates for Work on Statutory Holidays

This demand contained in Clause 13 of the union proposals also reflects a desire by the unlicensed personnel to merely fall in line with a well established national practice. This is, the payment of overtime, or penalty rates for work performed on a statutory holiday. Since without this provision there would be little value to the employee in giving contractual recognition to a statutory holiday in the first place, it is without hesitation that the Union Nominee recommends that granting, and award of this demand in full.

Union Request for Other Conveniences

The Union demand as contained in Section (E), Clause 15 of their proposals appears as both justified and sensible. Therefore the Union Nominee is pleased to award the granting of this demand in full.

Union Request for Coffee Breaks

As contained in Clause 17 of the union proposals this demand again reflects a desire on the part of the unlicensed personnel to fall in line with a well established national practice. Therefore the Union Nominee is pleased to suggest that this demand be awarded in full.

Union Request for Increase in Room and Meal Allowance

This demand contained in Clause 19 of the union proposals asks for an increase in the cash allowances for rooms and meals. Testimony at the hearings revealed this section of the agreement has not been increased since 1949. In the face of the present economic picture the Union Nominee has no hesitation in awarding this demand in full.

Union Request for Increases in Tank Cleaning Money

As contained in Clause 23 of the union proposals. Testimony at the hearing revealed that this type of work is

particularly dirty, and actual damage often resulted from it to the clothes of unlicensed personnel who were called upon to perform it. Since there is no other provision made in the agreement for reimbursing personnel for this type of damage to their clothes, the Union Nominee respectfully recommends that this demand be granted in full.

Union Request for Changes in Work Practices

As contained in Clause 26 of the union proposals. The Union has suggested that certain sections of this clause, which has given trouble through interpretation in the previous agreement, be clarified. The suggested changes proposed by the Union would appear to offer a solution and clarification to the sections in question. The position of the personnel in respect to previous work practices is justified, and the matter of abuses leading from it have been amply proven by evidence introduced by the Union at the hearings. The Companies rebuttal was inadequate, and offered no solution, but rather, ground for yet further abuse on the questionable sections. Therefore the Union Nominee respectfully recommends that these Union demands be granted in full.

Union Request that Overtime be Adjusted to Hourly Rate

The Union Nominee respectfully suggests that this demand contained in Clause 27 of the union's proposals be granted in full.

Union Request for Changes in Steward's Work Practices

As contained in Clause 31 of the union's proposals, this demand in its reason is almost exactly similar to the demand in Clause 26 of the union proposals as dealt with above. Therefore, and for the same reasons, the Union Nominee is pleased to award this demand in full.

Changed Wording in Welfare Plan Clause

As contained in Clause 35 of the union proposals, this demand merely modernizes the subject clause for treatment of a "proposed plan" to accommodation of an "existing plan". The Union Nominee is pleased to award this demand in full.

This award duly submitted on April 7, 1956, and I have the honour to remain,

Respectfully.

(Sgd.) JOHN H. RAYMOND,
Member.

Report of Board in Dispute between

Shipping Federation of British Columbia
and

International Longshoremen's and Warehousemen's Union

During April, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Local 510, International Longshoremen's and Warehousemen's Union and the Shipping Federation of British Columbia (industrial first-aid attendants), Vancouver.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, C. G. Robson and George Home, both of Vancouver, nominees of the Federation and Union respectively.

The text of the report is reproduced below.

The Conciliation Board in this matter, consisting of Mr. F. E. Harrison, Chairman, Mr. George Home and Mr. C. G. Robson, Members, met with representation of the parties concerned at Vancouver, B.C., on March 8, 14, 21, 26 and 27, April 4, 5, 6, 9, 11, 12, 13 and 16.

The submissions of the Union were presented by Mr. John Berry, International Representative of the International Longshoremen's and Warehousemen's Union, assisted by representatives of Local Union 510. The submissions of the Shipping Federation of British Columbia were presented by Mr. J. A. Bourne, Counsel, and Mr. H. W. Gordon, Assistant General Manager, and members of the executive committee.

The requests of the Union with respect to the proposed renewal of their collective agreement, as presented to the Board, were as follows:

1. That the wage rate be equal to that of longshoremen; at the present time, this would involve a wage of \$2.19 per hour, effective September 30, 1955, the termination date of the existing agreement.

2. That the working hours of industrial first-aid attendants be governed by the provisions as to the minimum and maximum hours of those of longshoremen.

The Federation, at a meeting held by the Board, offered an increase of eight cents per hour above the present basic wage of \$1.70 per hour but the Federation said that they were unable to agree in the circumstances to payment of retroactive pay.

In regard to the questions of working hours and accommodation for first-aid attendants working on deepsea vessels, the

Board suggested that representatives of the Shipping Federation and Local Union 510 should confer with a view to concluding a mutually satisfactory adjustment of these items. This was eventually done, and an agreement was concluded between the parties concerned (Exhibit "H") and will be contained in a new contract when it is consummated.

The findings in this matter are unanimous, and the Board recommends that the parties concerned should conclude an agreement upon the following basis:—

1. That the basic wage rate be \$1.85 per hour effective April 30, 1956.

2. That the term of agreement be for three years from April 30, 1956.

3. That the basic wage rate of the first-aid attendants shall be established at a fixed differential of 34 cents per hour with the basic wage rate of the deepsea longshoremen and will remain at this fixed differential for as long as the duties and responsibilities of the first-aid attendants remain as set forth in the existing agreement, or as otherwise mutually agreed upon. The basic wage rate in the future will be automatically adjusted to an amount equal to the amount adjusted (if any) in the deepsea longshore wage rate, including any adjustment in the base wage rate resulting from the present negotiations between the Federation and the ILWU deepsea longshoremen.

4. That the clause concerning accommodation and hours of work as agreed by both parties in the memorandum dated April 4, 1956, be included in the new agreement.

EXHIBIT "H"

Accommodation—The employer will assume responsibility for obtaining, where possible, suitable accommodation for the first-aid attendant to properly carry out his duties.

Hours of Work and Work Minima

(a) *Saturday night*—For any work performed after 5:00 p.m. on Saturdays, men shall be paid at double the straight time base rate of pay with a minimum of three (3) hours. Where men working Saturday afternoon continue to work past 5:00 p.m.

(Continued on page 748)

Collective Agreements

Recent Changes in Wage Rates and Other Conditions of Work

84 per cent of a group of recent collective agreements provided for wage increases. Greater proportion of agreements than in last two similar studies provided increases and raises were generally larger

The collective agreements from which the information in this article is taken are part of a sample of 1,000 current agreements maintained in the Economics and Research Branch for analytical purposes. From this sample, 160 agreements, covering 115,518 workers, that became effective between October 1, 1955, and March 31, 1956, have been compared with the previous agreement for wage rate and other changes in working conditions. Other contracts in the sample were renegotiated during the period under review but copies of them had not been forwarded to the Branch in time to be included.

Wages not expressed in cents per hour were converted to cents per hour for purposes of this study. Where increases of different amounts apply to different groups of employees, the increase to the largest number is the one used. A number of the agreements provide for deferred wage increases to take effect at various stipulated times during the life of the agreement. The total amount becoming effective within the first year of the agreement is the amount shown in Table 2.

A study* of recently signed collective agreements shows that 84 per cent provided for increased wage rates. Examined were 160 agreements that became effective between October 1, 1955, and March 31, 1956.

Information on wage changes obtained from a survey of establishments shows that wage increases were granted in one of every four establishments surveyed.

Compared with the findings of the last two similar studies of collective agreements (L.G., July 1955, p. 825, and L.G., Dec. 1955, p. 1389), wages were increased in a greater proportion of the agreements and the amount of increase negotiated was generally larger.

Forty per cent of the agreements provided changes in selected conditions of work, with or without an accompanying increase in wages. This percentage differed little from that for the two previous articles.

Eleven per cent of the agreements did not provide for a change in the wage rates or other conditions studied, and represented a considerable decline from the percentage in the earlier studies.

Changes and the frequency of their occurrence are as follows:

—	Agreements	Workers Covered
	%	%
Changes in—		
Wage rates.....	83.8	91.8
Vacations.....	23.7	49.7
Statutory Holidays.....	11.9	21.1
Hours of Work.....	14.4	9.1
Introduction of—		
Pensions.....	3.1	1.0
Welfare Plans.....	2.5	0.6
Paid sick leave.....	0.6	0.1

A comparison between the new agreements and their predecessors shows the following types and combinations of changes:

—	Agreements	Workers Covered
	%	%
Type—		
Wage change only.....	48.7	41.0
Wage change and change in one or more other items....	35.0	50.9
Change in the other items only	4.4	3.8
No change in wage rates or the other items.....	10.6	3.4
Agreements not comparable.	1.3	0.9

Wage Rate Changes—A reversal of the tendencies revealed by the previous studies is shown by Tables 1 and 2. While the greatest number of wage rate increases remained in the 5 to 9.9 cents per hour range, a much greater proportion of the agreements provided increases of from 10 to 14.9 cents. The proportion of agreements providing wage increases of 15 cents per hour and more increased; the number of agreements providing less than 5 cents per hour and the number of agreements having no change in wages decreased.

*By the Economics and Research Branch.

TABLE 1.—PROPORTION OF COLLECTIVE AGREEMENTS PROVIDING CHANGES IN WAGE RATES

(In 160 agreements becoming effective between October 1, 1955, and March 31, 1956)

Provisions	All Industries						Manufacturing						Non-Manufacturing					
	Agreements			Workers Covered			Agreements			Workers Covered			Agreements			Workers Covered		
	No.	Per Cent	No.	No.	Per Cent	No.	No.	Per Cent	No.	No.	Per Cent	No.	No.	Per Cent	No.	No.	Per Cent	No.
Wage rates increased from previous agreement.....	134	83.8	106,077	91.8	74	80.4	50,644	88.8	60	88.2	55,433	94.8	55,433	88.2	2,005	3.4	1.8	1.8
Wage rates unchanged from previous agreement.....	15	9.4	3,208	2.8	8	8.7	1,203	2.1	7	10.3	1,050	1.8	1,050	10.3	1,050	1.8	1.8	1.8
Wage rates not comparable with previous agreement.....	11	6.8	6,223	5.4	10	10.9	5,183	9.1	1	1.5	1,050	1.8	1,050	1.5	1,050	1.8	1.8	1.8
Totals.....	160	100.0	115,518	100.0	92	100.0	57,030	100.0	68	100.0	58,488	100.0	58,488	100.0	58,488	100.0	100.0	100.0

TABLE 2.—WAGE RATE INCREASES IN CENTS-PER-HOUR PROVIDED IN COLLECTIVE AGREEMENTS

(In 134 of 160 agreements becoming effective between October 1, 1955, and March 31, 1956)

Wage Rate Increases	All Industries						Manufacturing						Non-Manufacturing					
	Agreements			Workers Covered			Agreements			Workers Covered			Agreements			Workers Covered		
	No.	Per Cent	No.	No.	Per Cent	No.	No.	Per Cent	No.	No.	Per Cent	No.	No.	Per Cent	No.	No.	Per Cent	No.
Up to 4.9 cents per hour.....	33	24.6	9,608	9.0	20	27.0	5,639	11.1	13	21.7	3,909	7.2	3,909	21.7	41.7	28.6	28.6	28.6
5-9.9 cents per hour.....	62	46.3	52,709	49.7	37	50.0	36,824	72.7	25	41.7	13,883	59.1	13,883	41.7	32,783	59.1	59.1	59.1
10-14.9 cents per hour.....	28	20.9	36,246	34.2	12	16.2	3,463	6.9	16	26.7	32,783	0.7	32,783	26.7	3,371	0.7	0.7	0.7
15-19.9 cents per hour.....	8	6.0	5,070	4.8	4	5.4	4,699	9.3	1	1.6	2,425	4.4	2,425	1.6	2,425	4.4	4.4	4.4
20-24.9 cents per hour.....	3	2.2	2,444	2.3	1	1.4	19	0.0	2	3.3	2,425	4.4	2,425	3.3	2,425	4.4	4.4	4.4
Total providing wage rate increases.....	134	100.0	106,077	100.0	74	100.0	50,644	100.0	60	100.0	55,433	100.0	55,433	100.0	55,433	100.0	100.0	100.0

Among workers receiving wage increases, 84 per cent represented by 67 per cent of the contracts obtained from 5 to 14.9 cents an hour.

Of the 134 wage settlements, 80 per cent became effective at the termination date of the old agreement; six made wage adjustments retroactive beyond the termination date of the previous agreement; in 18 the wage increases became effective at or about the time the new agreement was signed; and one contained provision for increases in the future but no increase in the current year.

Cost-of-Living Escalator Clauses—The escalator clause, whereby wage rates are periodically adjusted for changes in the consumers price index, was maintained in seven and introduced in one of 160 agreements examined. Three contracts dropped this type of clause.

Hours of Work—The number of hours of work per week was reduced in 23 agreements covering 10,500 workers. The reductions came into force at the same time as the effective date of the contract in 18 of the 23 agreements. In the remaining five, the reduction was to take effect at a later date.

Hours per week were decreased to 40 from 42, 44 or 45 in seven agreements affecting 2,900 workers. Sixteen other agreements provided for a reduction, but the work week was still above 40 hours. Of the 16, the work week in five was over 40 but under 44, in another five it was 44, and in the remaining six it was over 44.

Statutory Holidays—Paid statutory holidays were increased in number in 19 agreements affecting 24,400 workers. As many as five additional days were provided but increases of one or two days

predominated. Under the new provisions, the number of paid holidays ranged from two to nine days, with eight days being the most common.

Annual Vacations—Provisions for paid annual vacations were changed with greater frequency than were those for paid statutory holidays. Thirty-six agreements, involving 53,800 workers, revised vacation clauses. The revisions affected the length of the vacation period, the service requirements or the rate of vacation pay.

Nineteen agreements affecting 14,900 workers provided for an increase in the length of paid vacations while 24 agreements affecting 48,400 workers contained modifications easing service requirements. Seven contracts covering 9,500 workers included both of the above changes and are therefore counted twice.

The gain in the 19 contracts providing vacations of increased length was generally one week in the maximum allowed. Four-week vacations were introduced in six agreements with service requirements of 15, 25 and 30 years. Annual vacations were extended to a maximum of three weeks in seven agreements. The service requirement for this length of vacation was reduced in 13 others. The service period required to qualify for a second week of vacation was reduced in three agreements.

Rates of vacation pay were increased in six agreements covering 20,700 workers.

Pension and Welfare Plans—Nine agreements covering 1,850 workers included, for the first time, one or more of pension plans, group health insurance, or sick leave. Four provided for a pension plan, three for health insurance, one for paid sick leave and one provided for both a pension plan and health insurance.

WAGE RATE CHANGES FROM SURVEY OF ESTABLISHMENTS

The Economics and Research Branch also obtains information on wage changes through a semi-annual survey of 1,100 establishments. The most recent survey covering the period October 1, 1955, to March 31, 1956, shows that general increases in wages were granted in one out of every four establishments.

More establishments in the sample increased wage rates during the period under review than during the corresponding period of October 1, 1954, to March 31, 1955, and increases also were for slightly larger amounts during the six-month period ending March 31, 1956 (see accompanying statistics).

During the latter period, more than 50 per cent of the general increases ranged

between 5 and 10 cents. In several cases where general rate increases were for amounts in excess of ten cents per hour, the number of standard hours per week was also reduced.

Most of the establishments replying to the survey (76 per cent) granted no general increase in wage rates to non-office employees in the period under review. It should be noted, of course, that many firms deal with wages (through collective bargaining or otherwise) at other times of the year than in the six-month survey period. No general decreases occurred in the period under study.

The survey was based on a sample of about 1,100 establishments across Canada,

representing the following industries: logging, mining, manufacturing, transportation, storage and communication, electric light and power, trade, and personal service. Both unionized and non-unionized plants were included.

The sample was designed to reveal the extent of general changes in wage rates for

PERCENTAGE COMPARISON OF GENERAL WAGE INCREASES

1,032 Establishments

Wage Rate Changes in Cents per Hour	Oct. 1, 1954 to March 31, 1955	Oct. 1, 1955 to March 31, 1956
	%	%
No General Increase.....	82	76
General Increase.....	18	24
Less than 5 cents.....	8	7
5 cents.....	5	3
5-1-9-9 cents.....	4	8
10 cents.....	(a)	2
10-1-14-9 cents.....	1	3
15 cents.....	(a)	(a)
15-1 cents and over.....	(a)	1
	100	100

(a) Less than one per cent of total number of establishments.

non-office employees in the above-mentioned industries. For purposes of analysis, a wage change affecting more than 50 per cent of the non-office employees in the establishment was considered a "general" one. An establishment was placed in the "no change" category if either no wage changes occurred during the six-month period or if the changes that did occur affected 50 per cent or less of the non-office employees.

GENERAL INCREASES IN WAGE RATES BETWEEN OCTOBER 1, 1955, AND MARCH 31, 1956

250 Establishments

Amount of General Increase in Cents per Hour	Establish- ments
	%
Less than 5	28
5	14
5-1-9-9	35
10	6
10-1-14-9	12
15	1
15-1 and over.....	4
	100

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during February and March made obligatory a number of changes in wage rates.

In the garage and service station industry at Montreal, an amendment to the decree increases rates by from 10 to 20 cents per hour for most classes for both day and night work, bringing the present rate for first class journeymen to \$1.40 and \$1.45 per hour for day and night work respectively.

In the construction industry and trades in the Eastern Townships District, a new decree increases rates for most trades in all zones by 5 cents per hour effective immediately, and provides for a further

increase of 5 cents per hour effective July 1, 1956, except for plumbers and sheet metal workers, who received a 5-cent increase on April 1. Hours of work remain unchanged at 44 per week except for plumbers and sheet metal workers, who are on a 40-hour week.

An amendment to the decree relating to the plumbing and steamfitting industry in Trois Rivières provides for an increase in wages of 10 cents per hour effective May 1, 1956, and a further increase of 10 cents per hour effective May 1, 1957. The rates for senior and junior journeymen respectively will be \$1.55 and \$1.30 per hour effective May 1, 1956, and \$1.65 and \$1.40 per hour effective May 1, 1957.

U.S. Clothing Workers Gain 12½-Cent Increase

The first pay raise in three years, amounting to 12½ cents an hour, has been negotiated for 150,000 United States clothing workers.

Announcement of the boost was made by Jacob S. Potofsky, President, Amalgamated Clothing Workers of America, and Morton

Baum, President, United States Clothing Manufacturers Association.

Cotton garment and shirt industry employees, numbering 100,000, and 75,000 in the neckwear and glove industry are expected to benefit from the increase granted the clothing workers.

Highlights of Labour Laws Enacted by Provincial Legislatures in 1956

Fair Employment Practices Acts passed in New Brunswick, Saskatchewan and British Columbia; equal pay legislation in Nova Scotia, Manitoba. Higher benefits were provided under six Workmen's Compensation Acts

At the 1956 sessions of the provincial legislatures, the most widespread changes in labour legislation were made in the fields of fair employment practices and equal pay legislation. Discrimination because of colour, race or creed is prohibited by new laws in New Brunswick, Saskatchewan and British Columbia and by a Fair Employment Practices Act in Saskatchewan. Nova Scotia and Manitoba passed laws forbidding an employer to discriminate between men and women performing the same work in the same establishment.

Through amendments to the Workmen's Compensation Acts in six provinces, the trend towards higher workmen's compensation benefits was continued.

Labour relations legislation was amended in four provinces. The changes in Ontario and Saskatchewan dealt with the effect on certifications of the merger of the labour congresses. In Manitoba provisions were added to the Public Schools Act to provide for collective bargaining between school trustees and teachers' associations and for the settlement of disputes.

A new Annual Holidays Act was passed in British Columbia increasing the holiday with pay provision from one week to two weeks. Amendments were made in the annual holidays legislation of Manitoba and Saskatchewan.

In the safety field, an Elevator and Lifts Act was passed in Nova Scotia and amendments were made in the Manitoba legislation. Changes were also made in the legislation requiring the licensing of operating engineers in Nova Scotia and Manitoba and electricians in Manitoba and in the mining laws of British Columbia.

Anti-Discrimination Legislation

Fair Employment Practices Acts were passed in New Brunswick, Saskatchewan and British Columbia, similar to the Canada Fair Employment Practices Act and the Fair Employment Practices Acts

passed in Ontario in 1951, in Manitoba in 1953 and in Nova Scotia in 1955. The Manitoba Act was amended.

The purpose of all these Acts is to prohibit discrimination in matters of employment on the basis of race, colour, religion or national origin. The Saskatchewan Act replaces the provisions of the 1947 Bill of Rights Act dealing with discrimination in employment. The Bill of Rights Act does not provide for enforcement through filing a complaint with an administrative authority.

A Fair Accommodation Practices Act was also passed in Saskatchewan, replacing provisions of the Bill of Rights Act prohibiting discrimination in respect to obtaining accommodation or facilities in places to which the public is customarily admitted.

The amendment to the Fair Employment Practices Act in Manitoba prohibits the use of discriminatory application forms.

Equal Pay Legislation

Equal Pay Acts were passed in Nova Scotia and Manitoba. The Nova Scotia Act requires employers to pay women at the same rate as men when they are employed to do the same work in the same establishment. The Manitoba Act provides that no employer shall discriminate between his male and female employees by paying to the employees of one sex wages on a scale different from employees of the other sex in the same establishment, if the work required of, and done by, employees of each sex is identical or substantially identical.

Five provinces now have equal pay legislation; such legislation was passed in Ontario in 1951, in Saskatchewan in 1952 and in British Columbia in 1953.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Workmen's Compensation

Benefits under Workmen's Compensation Acts were raised in seven provinces: Alberta, Manitoba, Newfoundland, Nova Scotia, Ontario, Quebec and Saskatchewan.

In the case of disability, the percentage of earnings used in determining compensation was raised from 70 to 75 in Manitoba, from 66½ to 75 in Newfoundland, from 66½ to 70 in Nova Scotia and from 70 to 75 in Quebec. The maximum earnings which may be taken into account in determining compensation were increased from \$3,000 to \$4,000 in Alberta, from \$3,000 to \$3,500 in Manitoba, and from \$4,000 to \$5,000 in Quebec and Saskatchewan. The minimum benefit payable for total disability was increased in Nova Scotia from \$85 to \$100 a month.

In regard to benefits to dependants in the case of the death of a workman, the monthly benefits payable to widows were increased in Alberta and Newfoundland from \$50 to \$60. In Alberta, monthly benefits to a dependant child were changed from \$25 to \$30 a month; in Newfoundland from \$12 to \$20 a month for a child with one parent and from \$20 to \$30 for an orphan child. As in other provinces, these amounts are subject to a specified maximum. The lump sum payment to a widow at the time of the death of the workman was increased from \$100 to \$150 in Alberta, from \$100 to \$200 in Manitoba, and from \$100 to \$250 in Saskatchewan.

Holidays, Wages and Hours

Holidays With Pay

A new Annual Holidays Act was passed in British Columbia and amendments were made to the Manitoba and Saskatchewan vacations with pay legislation.

The British Columbia Act, which will come into force on July 1, 1957, will require an annual holiday with pay of two weeks to be granted to workers covered by the Act instead of one week as at present, with a corresponding increase from 2 per cent of annual earnings to 4 per cent in the rate of vacation pay. At present, Saskatchewan is the only province providing for an annual vacation with pay of two weeks after one year's service, although Alberta provides for two weeks after two years' service and Manitoba after three years' service.

The new Act also provides for the introduction of a vacation credit system. At the direction of the Minister of Labour, the Board of Industrial Relations is authorized to hold an inquiry and make an order

requiring the employers in a specified industry to give their employees holiday credits at the end of each pay period. The order would prescribe the manner of ascertaining the credits and the time at which and the manner in which employees may receive payment in cash.

In Manitoba, the principal amendment to the Vacations with Pay Act will enable persons who are unemployed during the winter months to cash their vacation stamps. Stamps representing vacation pay credits are used in the construction industry in Greater Winnipeg and ordinarily may be cashed only after June 30 in any year. A new provision permits the cashing of stamps after November 30 for any person who satisfies the Minister of Labour that he is registered with the National Employment Service as being available for work but has not been directed to a job and that he has exhausted the unemployment insurance benefits to which he is entitled.

In Saskatchewan, a one-year limitation was imposed on the institution of prosecutions for offences under the Annual Holidays Act and the Hours of Work Act.

Wages and Hours

An amendment to the Saskatchewan Minimum Wage Act adds to the powers of the Minimum Wage Board in determining minimum wages and certain other working conditions. Authority was given to the Board to fix the maximum period which may be worked without a meal period intervening. The time limit for prosecution under the Act was changed from six months to one year.

Proceedings under the Saskatchewan Wages Recovery Act, which enables an employee to recover wages due him from an employer by making a complaint before a magistrate, may be taken within one year instead of six months after employment has been terminated, or within six months, formerly three, after the last instalment of wages has become due, whichever date is later.

In British Columbia, the special provisions in the Factories Act respecting the hours of the day during which persons may be employed in laundries, cleaning, dyeing, pressing or dressmaking establishments were deleted. Employees in laundries and dry cleaning establishments are subject to the 8-hour daily and 44-hour weekly limits imposed by the Hours of Work Act.

Labour Relations Legislation

Labour relations Acts were amended in Manitoba, New Brunswick, Ontario and Saskatchewan.

Ontario and Saskatchewan added provisions to their Acts to deal with the effect of the merger of the labour congresses. The Saskatchewan Act now states that, except where otherwise ordered by the Labour Relations Board, a change of name or affiliation of a union, an amalgamation or a transfer of rights, will not affect any order or proceeding of the Board or any collective agreement. The new provision in the Ontario Act authorizes the Labour Relations Board to deal with an application by a trade union that it is the successor of a bargaining agent, and to declare that it has the rights and duties of its predecessor. There were other minor amendments.

An amendment to the New Brunswick Act will bring certain police officers under the Act, and provides that a municipal corporation or police commission which fixes their conditions of employment will be deemed to be an employer under the Act.

In Manitoba, school teachers who hold certificates or permits under the Education Department Act, and who are employed by a board of school trustees under a written contract in the prescribed form, are removed from the application of the Labour Relations Act.

Policemen, Firemen, School Teachers

The Police Acts in Ontario and Alberta, which provide for collective bargaining and the settlement of disputes between members of the police force and the employing municipal council or Board, were amended. In Ontario, time limits were specified for the different steps in bargaining and settlement of disputes by arbitration, and it was provided that every agreement must contain a provision for the settlement of disputes arising out of an agreement or award. In Alberta, provision was made for a conciliation procedure before a dispute goes before arbitration. Application may be made to the Minister of Industries and Labour for the services of a conciliation commissioner as in other disputes.

The legislation dealing with disputes involving fire departments was amended in Ontario and Manitoba. In Ontario, as in the Police Act, new time limits were set for collective bargaining and arbitration. A new section setting out the procedure to be followed when a firefighter is dismissed provides that, if the firefighter so requests in writing, he must within seven days of receipt of a notice of discharge be given a hearing before the municipal council or a committee of the council. In Manitoba, an amendment deals with the

date on which agreements or awards are to take effect. It is now provided that in all circumstances when a dispute is arbitrated, the agreement or award takes effect from the first day of the year in which the arbitration board is established.

Provisions were added to the Public Schools Act in Manitoba setting out a procedure for collective bargaining between school trustees and teachers' associations and for the settlement of disputes. The Act, which comes into force July 1, 1956, will be administered by the Minister of Education, except that the Department of Labour is to provide conciliation services. There is to be a Collective Agreement Board which is to consist of the Deputy Minister of Education as chairman, and three members appointed by the Manitoba School Trustees' Association and three members appointed by the Manitoba Teachers' Society. A local association of the Teachers' Society may apply to the Board to be certified as bargaining agent of the teachers in an appropriate unit and the procedure for certification and for collective bargaining is substantially the same as under the Labour Relations Act. If a dispute (which may not include a difference over rights and duties specifically set out in the schools legislation) is not settled by conciliation, an arbitration board may be appointed to make a binding award. No teacher shall strike.

Safety Legislation

Elevators and Hoists

A new Elevators and Lifts Act was passed in Nova Scotia and the Elevator and Hoist Act of Manitoba was amended.

The Nova Scotia Act provides for control over the licensing and regulation of all passenger and freight elevators and other types of lifts. Only elevators in establishments subject to the Factories Act were previously regulated. It is very similar to the Ontario Act passed in 1953.

The Act will require the approval of the Department of Labour before any new installations may be made or any major alterations undertaken. No elevator or hoist may be operated unless it is licensed by the Department and every elevator or hoist must be inspected at least annually by an inspector who holds a certificate of competency or by the insurance company. The CSA Safety Code for Passenger and Freight Elevators is to be used as a standard by inspectors in carrying out their duties. Safety standards with respect to construction, installation and maintenance of elevators and lifts may be set by regulation.

The Manitoba amendment makes it clear that the Elevator and Hoist Act applies to escalators, and amends the provisions for making regulations by specifying that the Lieutenant-Governor in Council may give effect "in whole or in part" to recommendations of the Elevator and Hoist Board and also may adopt as regulation relevant codes.

Mines

Amendments were made in the safety provisions in the Metalliferous Mines Regulation Act of British Columbia. The amendment removes smelters from the classes of metallurgical works to which the Act applies. According to the explanatory note on the Bill, the Workmen's Compensation Board inspects smelters.

The provision requiring workmen employed in a metal mine or in ore- or rock-crushing processes to have a medical certificate of fitness was amended so as to require a certificate or permission from the Workmen's Compensation Board in all cases. Formerly this was not required for employment for less than two months in any 12-month period.

Wider authority was given to a mine inspector to permit variations from the rules set out in the Canadian Electrical Code, Part V.

Licensing of Workmen

Acts licensing workmen were amended in Manitoba and Nova Scotia.

Persons applying for certificates under the Manitoba Operating Engineers and Firemen Act and the Nova Scotia Engine Operators Act are no longer required to be British subjects. In Nova Scotia a certificate will be issued to a qualified candidate who has been in Canada for at least one year and who has filed a declaration of his intention to become a Canadian citizen. In Manitoba the special certificates valid for a period of six months may now be extended for one or more further periods of not more than one year at a time.

Amendments to the Electricians' Licence Act provide for limited licences and permits to be issued allowing the holder to do work which formerly had to be done under the supervision of a journeyman. A limited licence, which may be granted by the Minister of Labour to any person who has passed the required examinations, allows the holder to do journeymen's work subject to prescribed limitations but does not qualify him for an inspector's position.

Contractors are no longer covered by the Act.

Legal Decisions Affecting Labour

Courts in British Columbia and Manitoba review decisions of labour relations boards. Damages awarded against British Columbia railway for losses suffered because of crew's refusal to cross picket line

In British Columbia, in a case involving the eligibility list for a representation vote among certain hotel employees, the Appeal Court allowed the appeal of the Labour Relations Board against an order requiring it to certify a bargaining agent, but upheld the trial court decision in other respects. In the same province, a judge of the Supreme Court allowed a logging company's claim for damages against a railway company which had failed to give service because its employees refused to cross a picket line.

A certification order of the Manitoba Labour Board was quashed by the Court of Queen's Bench on the ground that, in determining who were members in good standing of a union, the Board had failed to conduct a proper inquiry.

British Columbia Court of Appeal...

...finds Labour Relations Board must settle the voters' list in advance of a representation vote

On March 6, 1956, the British Columbia Court of Appeal allowed, in part, an appeal by the British Columbia Labour Relations Board from a decision of the Supreme Court of the province which quashed an order of the Board rejecting the application of a hotel employees' union for certification and directed the Board to certify the applicant union. The Court found the purported representation vote invalid because the Board had not settled the voters' list in advance in the manner prescribed.

The proceedings began on April 25, 1953, when Local 260 of the British Columbia

Hotel Employees Union applied to be certified as bargaining agent for the employees of the Georgia Hotel, one of a chain of hotels the majority of whose employees were represented by the Hotel and Restaurant Employees Union, Local 28. Proceedings were held up, however, as the question whether the Board had jurisdiction to deal with the application was before the courts.

After the Supreme Court of Canada in *Re B.C. Hotels Assn. and Labour Relations Board (B.C.)* (L.G., June 1955, p. 676) ruled that a labour board may certify a union as bargaining agent for a unit carved out of a larger bargaining unit, Local 260 brought its application forward again. The Board directed the taking of a representation vote.

At the representation vote on February 11, 1955, 178 votes were polled, of which 79 were cast for Local 28 and 99 for Local 260, with one spoiled ballot. The Board later directed that the polls be reopened to allow 41 named employees to vote. (One name was later deleted.) Local 260 protested and asked to be certified on the vote previously taken. After an oral hearing, the Board revoked its decision to reopen the poll but also rejected the union's application for certification, saying that as a result of its investigation of the employees in the unit since the vote, it found that more than 50 per cent of those eligible to vote were not cast in favour of Local 260.

Local 260 then applied for a writ of *certiorari* to quash the order of the Board and a writ of *mandamus* to compel it to certify Local 260, both of which were granted (L.G., Dec. 1955, p. 1404). The Board then entered this appeal, which was heard by Mr. Justice Smith, Mr. Justice Bird and Mr. Justice Sheppard.

Mr. Justice Sheppard, in his reasons for decision, said that the specific issue was whether there had been a representation vote within the intention of the Act, by reason, as alleged, that the Board did not, as required by Reg. 13(1), settle in advance the list of employees eligible to vote.

He said that the regulation in express and mandatory language required that the list be settled by the Board and by implication prohibited it from being settled by another.

An examination of the real intention of the regulation, when read with the Act, also showed that compliance with the regulation was not merely directory but imperative. The object was that the issue of certification was to be decided by the majority of the employees in a unit on representation vote. It was essential that

the voting be restricted to employees in the unit. This could be accomplished only by having the Board settle the list of employees eligible to vote in advance.

He said that Regulation 13 requires that the list be settled by the Board before representation vote and not afterwards. The words "employees eligible to vote" are prospective and refer to a vote that is to occur rather than one that is past. Moreover, it would be difficult or impossible for the officers to perform their duties unless supplied in advance with a list of those eligible to vote.

The evidence showed that the list was not settled in advance in the prescribed manner. It appeared that the list which was taken as the basis of the representation vote was not finally settled by the Board before the vote, but was compiled on the day of the vote by the composite efforts of the employer, the returning officer, the deputy returning officer and the scrutineers. If it had been settled in advance there would have been no need for attempting to decide after the vote who were eligible.

There was no evidence that the deputy returning officer and the others who purported to settle the list on the day of the vote were members of the Board or were acting as delegates of the Board. While there was authority for the Board to delegate routine matters to one or more of its members, a settling of the list was not a routine matter which could be delegated.

As the Board did not settle the list in the prescribed manner before the vote was taken, the purported vote was not a representation vote within the intention of Section 12 of the Act and was, therefore, void. In the absence of a valid representation vote, the Board could neither certify nor refuse to certify and any purported certifying or refusal to certify was *ultra vires* and void.

The order quashing the order of the Board of March 16, 1955, was to stand but the order requiring the Board to certify Local 260 was to be set aside.

Mr. Justice Bird concurred but, in separate reasons for decision, emphasized that even if the Board did settle the list as it claimed, it did not do so in the manner prescribed by regulations under the Act. These required the Board to settle the list in advance. The exclusion list of 28 confidential employees prepared by the employer was never considered by the Board and the deputy returning officer did not show the number of eligible voters on his return. It was also evident that the

Board purported to revise and alter the list of employees after the vote was taken.

In the opinion of Mr. Justice Bird, both the proceedings that led to the vote and the vote itself were void, as they were not carried out in the manner prescribed by the Act and regulations. He therefore agreed with Mr. Justice Sheppard that that part of the order which required the Board to certify Local 260 should be set aside.

Mr. Justice Smith, dissenting, said that the case turned on the sufficiency of evidence, which he admitted was somewhat lacking in precision.

He found no evidence to support the Board's claim that the original voter's list was wrong. Everyone acquiesced in it and the Board's own representative acted upon it, which was at least good *prima facie* evidence that the list was correct.

Except for the Board's unsworn statements in a letter and the assertions of its counsel, there was nothing to prove that the list was wrong. The only available evidence showed that there were something fewer than 197 eligible voters, of whom 99 voted for Local 260, giving it the majority required for certification. For that reason Mr. Justice Smith felt that the judgment below was correct and he would have dismissed the appeal. *Re Labour Relations Act re Local 260 British Columbia Hotel Employees Union and Labour Relations Board* (1956) 18 WWR 101.

British Columbia Supreme Court...

... holds crew's refusal to cross picket line does not excuse railway's breach of statutory duties

On February 22, 1956, the Supreme Court of British Columbia found a railway company liable for losses suffered by a logging firm due to a train crew's refusal to cross a picket line. The Judge said that the railway must accept responsibility for the conduct of its employees when it failed to test out the situation by doing more than issuing instructions.

The decision was given by Mr. Justice Manson, who first set out the facts of the case.

In the fall of 1953, the IWA, a union of loggers and mill workers, called a strike in the Prince George area of British Columbia through which runs the Pacific Great Eastern Railway, the railway of the defendant. The strike gradually spread south to Quesnel, where the plaintiff, A. L. Patchett and Sons, Ltd., operates logging camps.

Despite the fact that the employees of the logging firm did not belong to any union, the IWA picketed the plaintiff's

plant. The pickets did not interfere with small independent operators bringing lumber into the millyard of the plaintiff, but held conversations with the train crews who spotted empty cars and pulled loaded cars from the mill. A conductor testified that he was threatened with an attack on his home if he crossed the picket line, and the General Chairman of the Brotherhood of Firemen and Enginemen, PGE Railway, also claimed to have been threatened. Neither incident was reported to the police, however.

Officials of the railway brotherhoods circulated letters telling their members to respect the picket lines of the IWA, as it was a nationally-recognized organization. As a result, the railway crew refused to spot or pull cars from the siding of the plaintiff.

The logging company sued the railway for damages, charging it with a breach of its statutory duties under the Railway Act. It claimed that the train crew's refusal to cross the picket line forced a shutdown, causing it to lose orders for its products. It also accused the railway of discrimination in providing services to a competitor.

The railway company issued a general denial of a breach of statutory duties. It also denied the discriminatory treatment, saying that if there was a difference of service it was because of the picketing and the fear of violence threatened to the defendants. It also said that it had given instructions which the crew refused to obey. If it dismissed the crew for disobedience it anticipated having to dismiss the new crew for a similar disobedience with a general strike of the running brotherhoods the result.

Mr. Justice Manson dismissed this last argument, saying the railway had not put the matter to a test. It had not dismissed the disobedient employees.

He also found no evidence to justify the conclusion that the railway workers were afraid of the IWA pickets, and that the union officials were also in fear of violence to members of the railway crew at Quesnel.

He thought the truth of the matter was that the railway men wanted to give support to another nationally-recognized organization. The fact that a copy of one of the letters advising the railway crews to respect the IWA picket went to the IWA President was an intimation to the IWA that the firemen would strike in sympathy. It was not to be a complete sympathetic strike but it was to be a strike which would be very effective in tying up the mills.

The railway company, however, must accept responsibility for the conduct of its employees. It had made no pretence of testing the situation but had confined itself to issuing instructions, which were ignored.

The Judge said that the railway had evaded its statutory duties. In performing services for another logging company which it failed to do for the plaintiff, it was also guilty of discriminatory conduct. For these reasons, the plaintiff was entitled to damages. *A. L. Patchett & Sons Ltd. v. Pacific Great Eastern Railway Co.* (1956) 2 DLR, p. 248.

Manitoba Court of Queen's Bench...

... finds that Board exceeded its jurisdiction by certifying a union before making proper inquiry

On February 15, 1956, the Manitoba Court of Queen's Bench quashed a certification order on *certiorari* on the grounds that the Manitoba Labour Board, by misinterpreting a rule of procedure and practice under the Labour Relations Act, had failed to make the proper inquiry before certifying a union.

In his reasons for decision, Mr. Justice Tritschler stated that the Creamette Company of Canada Limited applied to the Court to quash the order of the Manitoba Labour Board which certified the Retail Store Employees Local Union No. 832, Retail Clerks' International Association, as bargaining agent for its Winnipeg plant. Section 9(2)(a) of the Labour Relations Act provides that the Board may certify a union if it is satisfied that the majority of employees in the unit are members in good standing. The Company contended that the employees of its Winnipeg plant could not by the terms of the constitution of the union and its international affiliate be members in good standing of the union.

The Constitution of the respondent union provides in part:

3. Local Union No. 832 shall have jurisdiction over all employees of stores, mercantile and mail order establishments who are actively engaged in handling or selling merchandise or performing other services incidental thereto...

New Members—All Candidates for membership in this local union must be actively employed in establishments or departments thereof as set forth in Section 3 of this Constitution.

The applicant Company pointed out that its employees were engaged in manufacturing, not in handling or selling merchandise or in performing services incidental to that work. Rule 4 of the Board's rules of procedure and practice

requires the constitutions to be filed with the Board and provides that the Union is "bound by the particulars therein stated". At the Board hearing, counsel for the applicant reminded the Board of its decision refusing certification to the International Fur and Leather Workers' Union Local 430 when it sought certification in respect of employees of North-West Laundry Limited. In that case, which the company held was similar to the present case, the Board said, in part:

It seems fair to say that a union, in the present state of Manitoba law, can lay down rules as to whom it will admit to membership. If it places restrictions upon membership by the terms of its constitution, the Board cannot ignore these restrictions and substitute some other formula. And if the applicant claims to have admitted to membership persons who, by its own constitution, are not eligible therefore, and the status of such persons is challenged in the proceedings, the Board cannot shut its eyes to the express terms of the applicant's own constitution, if it proposes to discharge its responsibilities under Section 59(1)(h)....

While the Canada Labour Relations Board and some of the provincial boards have laid down rules as to what they will consider as constituting "membership in good standing" the Manitoba Board has not yet done so. Even if it did, the rules could not conflict with the Act, nor could they confer union membership where it did not exist.

At the hearing, the Chairman stated that at the time of the decision in the North-West Laundry case the Board had as its only guide the wording of the Act but that since that decision rules of procedure and practice had been issued under the Act and that the Board was under obligation to observe those rules. Rule 27 provides in part:

Membership in good standing means, for the purpose of Sections 7, 8 and 9 of the Act, that the employee, at the date of filing the application for certification...

(c) is not, by the express terms of the union constitution, excluded from membership in the union.

The Board Chairman maintained that the only persons expressly excluded from membership in the union by the terms of its own constitution are persons guilty of subversive activities or beliefs and that under Rule 27 the Board was not entitled to reject employees from the status of membership in good standing under the Act merely because they are not engaged in occupations expressly listed in the union's constitution.

In dealing with this point in his reasons for decision, Mr. Justice Tritschler quoted the whole of Rule 27, which sets out a number of conditions of membership in good standing in addition to the one

quoted above requiring that the person not be excluded from membership in the union by the express terms of the union constitution. Included in the other conditions are membership in the union for a specified period, payment of the specified union dues and non-suspension by the union.

In his Lordship's opinion the Board was wrong to examine only paragraph 27(c) and ignore the remainder of the conditions of membership in good standing set out in Section 27. In order to qualify as a member in good standing a person was required to fulfil all the conditions of eligibility set out in the Board rule, not just one of them. The Board's reasoning involved fallacies such as that an employee who has never joined the union and does not intend to is nevertheless a member in good standing because he is not excluded by 27(c).

His Lordship said that the Act provides that a decision of the Board is final and conclusive and not subject to review by the courts. The Court must be at pains, he explained, to avoid by a pretext to attempt to review a decision by way of appeal or to act as though an error in law or in fact made by the Board may always be reviewed by the Court instead of rarely. The Board has the right to be wrong on questions of law or fact but it may not by error decline or exceed its jurisdiction.

Counsel for the Board submitted that the certificate shows that the Board did reach its decision after an inquiry and full consideration but His Lordship did not believe that this was the case. He felt it was clear that the Board refused to enter its proper field. Sections 9 and 59 of the Act made it mandatory for the Board to decide whether the employees were or could be

members of the union, and, if members, then members in good standing. Rule 27 is meant to help the Board in deciding questions of membership not to prevent them from doing so.

By thus misinterpreting Rule 27, his Lordship continued, the Board felt itself prevented from applying its judgment to the present problem as it had done in the North-West Laundry case. Having thus declined jurisdiction, the Board proceeded to issue a certificate as though it were bound by Rule 27(c) to do so. This was exceeding jurisdiction by doing that which it was not authorized to do, i.e., to certify a union without inquiry.

If the Board had not misinterpreted Rule 27 but had inquired as to whether the employees were members of the union and then concluded that they were, their decision would not be open to review, nor would it be bound to follow its decision in the North-West Laundry case. It is for the Board to say who are and who are not members of the union but the Board must enter upon an inquiry. His Lordship made it clear that he did not suggest that a union, as a matter of contract with employees, may not take into membership those not engaged in occupations which the union, according to its constitution, was designed to serve.

The Court therefore quashed the certification order and referred the matter back to the Board to complete its inquiry. His Lordship suggested that the Board on reconsideration should conduct a representation vote under Section 9(2)(b) of the Act. *Creamette Company of Canada Limited v. Retail Store Employees Local Union No. 832, Retail Clerks' International Association and Manitoba Labour Board* [1956] 18 WWR 250.

Recent Regulations under Provincial Legislation

New minimum wage for messengers set in British Columbia and 1956-57 fair wage schedule for construction workers is issued in Manitoba

An order of the British Columbia Board of Industrial Relations set a minimum wage of 50 cents an hour for bicycle-riders and messengers employed exclusively on delivery. Another order permits persons engaged in logging to work four hours beyond the 44-hour weekly limit until November 30, 1956.

In Manitoba, the 1956-57 fair wage schedule for the construction industry was issued, fixing minimum wage rates and

maximum hours for the various trades until April 30, 1957.

Regulations under the Alberta Apprenticeship Act were amended by three orders respecting educational standards in the motor vehicle repair trade and the term of apprenticeship for welders, plumbers, steamfitters and gasfitters. Other regulations deal with provisional certificates under the Coal Mines Regulation Act and certificates of proficiency for steamfitters.

The Ontario Labour Relations Board issued rules respecting declarations as to the status of successor trade unions.

Alberta Apprenticeship Act

Regulations under the Alberta Apprenticeship Act respecting the motor vehicle repair trade, the welding trade and the trade of plumber, steamfitter and gasfitter have been amended by three new orders, O.C. 390/56, O.C. 391/56 and 392/56, gazetted April 14.

Motor Vehicle Repair Trade

O.C. 390/56, which amends O.C. 1057/49 (L.G. 1949, p. 1571) provides that an apprentice in the motor vehicle repair trade must have completed at least Grade 9 or what the Director of Apprenticeship considers its equivalent. Previously no fixed minimum standard of education had been set.

Welding Trade

O.C. 391/56 amends the welding trade regulations established by O.C. 1730/53 (L.G. 1954, p. 420) with respect to the term of apprenticeship. Instead of three years for a first class journeyman's certificate and two for a second class certificate, the term of apprenticeship is now three years, including the probationary period. As before, the Apprenticeship Board, upon the recommendation of the Local Advisory Committee, may reduce the term where a person has had previous experience in the trade or has a certificate from an approved technical or vocational school testifying that he has specialized in a course applicable to the trade.

An apprentice who has completed his apprenticeship and has taken the required technical training may then try the final examination for a Completion of Apprenticeship Certificate in the trade of welding. If he passes the examination in either acetylene or electric welding, but not both, he may apply to the Welding Branch for a First Class Journeyman's Certificate. When this certificate is issued, his apprenticeship is terminated without a Completion of Apprenticeship Certificate and he has no further right to training in the trade of welding under the Apprenticeship Act.

An apprentice who has completed two years' apprenticeship may apply to the Welding Branch to be examined for a Second Class Journeyman's Certificate in either acetylene or electric welding or both. If a certificate is granted, his apprenticeship is also terminated without a Completion of Apprenticeship Certificate and he, too, has no further right to training.

Plumbing, Steamfitting and Gasfitting

O.C. 392/56 applies to the trade of plumber, steamfitter and gasfitter and amends O.C. 1057/49 (L.G. 1949, p. 1571). It provides that the term of apprenticeship may now be reduced by the Board on the recommendation of the Advisory Committee where an apprentice has had previous experience in the trade. Since December 31, 1949, except by special permission of the Board, no person has received credit for previous experience unless it was experience gained as an indentured apprentice under the Apprenticeship Act.

The ratio of apprentices to journeyman has also been changed. An employer who is himself a journeyman may now hire one apprentice for each additional two journeymen instead of one apprentice for each additional three journeymen.

Alberta Coal Mines Regulation Act

Regulations under the Alberta Coal Mines Regulation Act respecting provisional certificates authorized by O.C. 309/56 were gazetted March 31. The new regulations set out the conditions under which the provisional certificates provided for in the Act may be issued.

Under certain circumstances, the Director of Mines is authorized by the Act to grant a provisional certificate permitting an experienced person who has not passed the required examination to act as overman of a certain type of mine or as electrician of a specified mine. The Lieutenant-Governor in Council is also authorized to make regulations respecting provisional certificates. Regulations issued last July (L.G., Nov. 1955, p. 1292) provided that such a certificate was valid for two years and could be extended only with the approval of the Director on the recommendation of an inspector or electrical inspector. Under the new regulations, the Director, upon the recommendation of an inspector or an electrical inspector, may grant a provisional certificate to any person who is eligible to try one of the examinations provided for in the Act. This certificate will be valid for a period of one year from date of issue at the mine specified on the certificate but may be cancelled at any time.

A provisional miner's certificate may be granted by an inspector to any person who has the qualifications for a miner's certificate specified in the Act. This certificate is valid for six months at any mine in the province but is subject to cancellation at any time.

Alberta Tradesmen's Qualification Act

Regulations under the Alberta Tradesmen's Qualification Act respecting certificates of proficiency in the steamfitting trade authorized by O.C. 393/56 were gazetted April 14. The new regulations amend regulations approved by O.C. 313/54 (L.G. 1954, p. 687) in order to permit a person with experience as a pipefitter to qualify for a certificate of proficiency as steamfitter.

To be eligible for examination for a certificate of proficiency in the trade of steamfitting, a candidate must submit testimonials showing that he has had four years' experience in the trade. However, a person who has had four years' experience in the trade of pipefitting prior to September 1, 1955, may also apply, provided his application is submitted within the 60-day period following the publishing of the regulations on April 14.

British Columbia Hours of Work Act

By Regulation No. 43, gazetted April 19, the British Columbia Board of Industrial Relations has permitted persons employed in the logging industry to work four hours in excess of the weekly limit of 44 hours imposed by the Hours of Work Act, during the period April 19, 1956, to and including November 30, 1956. The daily limit of eight hours may not be exceeded, however, except in the case of employees who, by agreement, work longer hours on some days and shorter hours on other days or employees whose hours are averaged over a specified period.

This regulation was made under authority of Section 12 of the Act, which allows the Board to make exceptions if conditions in an industry warrant it, provided due care is taken of the welfare of the employees.

British Columbia Male and Female Minimum Wage Acts

The first minimum wage order to be issued in British Columbia specifically for bicycle-riders and foot-messengers employed exclusively on delivery, Male and Female Minimum Wage Order No. 29 (1956), was gazetted April 19. Those employed in the retail and wholesale trade establishments were covered by the Mercantile Industry Order No. 24 (1949), which set a minimum rate of 35 cents an hour. The new order took effect May 7, 1956.

The minimum wage for bicycle-riders and foot-messengers engaged in delivery services is to be 50 cents an hour. An employee who provides his own bicycle for use on his employer's behalf is also to be

reimbursed a reasonable amount in addition to the minimum wage. A part-time or handicapped person for whom the Board of Industrial Relations has issued a permit to work for less than the minimum wage must be paid the rate specified on the permit.

Time and one-half the regular rate must be paid for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day. If an arrangement exists whereby employees work more than eight hours on some days and fewer than eight on others, or whereby hours are averaged over a specified period, overtime rates need not be paid until the agreed limits have been exceeded. The Board may also vary the overtime provisions when an industry has been exempted from the provisions of the Hours of Work Act.

The usual daily guarantee provisions apply to all except school students. The latter are to be paid at the regular rate for the entire period spent at the place of work in response to a call from the employer, with a minimum of two hours' pay in any one day.

The order also provides for a weekly rest period of 32 consecutive hours except where a different arrangement has been approved by the Board.

There are also the usual provisions respecting semi-monthly pay, posting of orders, and the keeping of records.

Manitoba Fair Wage Act

Fair Wage Schedule for 1956-57

The annual fair wage schedule fixing minimum wages and maximum hours of work for the construction industry in Manitoba was gazetted April 21 as Man. Reg. 20/56. The schedule will be in effect from May 1, 1956, to April 30, 1957.

As in other years, the schedule is in two parts: Part I applies to "private work" and "public work"; Part II to public works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works in all parts of Manitoba outside the City of Winnipeg.

In Part I, "private work" means the building, construction, remodelling, demolition or repairing of any building or construction work in the Greater Winnipeg Water District or any such work, irrespective of the number of contracts made, in any city or town with a population of more than 2,000 or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, provided the total cost of such

work exceeds \$100. "Public work" includes any public work authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and an employer.

Part I has two sets of rates, Zone "A" and Zone "B". Zone "A" rates apply to public and private work in Winnipeg and a 30-mile radius (excluding the Town of Selkirk, which is in Zone "B"). Zone "B" rates apply to public work elsewhere in the province, and to private work in cities and towns with a population of more than 2,000, including Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Selkirk, Steinbach, Swan River and The Pas.

Several changes have been made in the categories of workmen and minimum hourly rates and maximum hours of work for both zones have been set accordingly. Instead of three classes of asbestos workers there are now four, journeyman, and first, second and third class improvers. For third class improvers, there are two rates in both zones, one applying for the first six months and the other for the next 12 months. Occupation group 14 (painters, decorators and paperhangers, glaziers and swing stage and spray painters) is now divided into two classes: those who have been certified by the Manitoba Apprenticeship Board, and those who have not been certified. In Zone "A" there is a difference of 10

cents in the minimum hourly rates for the two classes. Two new occupations, plate glass and metal setters and miscellaneous glass setters, were added to the schedule as occupation group 27. Machine rubbers, formerly grouped with terrazzo and oxychloride workers, and sewer and underground construction workers, formerly a separate group, are now included with building labourers.

A number of the rates were increased in Zone "A". A 10-cent increase was established for the following; some asbestos workers (first-class improvers), electrical workers, all grades of building labourers, marble setters, journeymen in the plumbing and pipefitting industry, sheet metal workers, terrazzo and oxychloride layers and both classes of tile setters.

Other changes include a 15-cent increase in the journeymen asbestos workers' rate and a 7-cent increase for second-class improvers. The elevator constructors' rate was increased by 8 cents and their helpers' rate by 6 cents.

There were no changes in Zone "B" except the changes which resulted from the changes in categories mentioned above, and none in Part II.

The schedule also provides that time and one-half the minimum scheduled rates must be paid for all hours worked in excess of the weekly limit. Double time must be paid for Sunday work.

The schedule follows:

SCHEDULE "A"—PART I

Zone "A" Rates apply:

To both "public work" and "private work" as above defined, Winnipeg and a radius of thirty (30) miles, measured from the intersection of Osborne Street and Broadway Avenue (excepting the Town of Selkirk).

Zone "B" Rates apply:

(1) to "public work", as above defined, in all other parts of the Province except where Zone "A" rates apply

(2) to "private work" as above defined, in cities and towns which have a population exceeding 2,000 except where

Zone "A" rates apply.*

* (By virtue of the 1951 census, this definition includes Brandon, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Dauphin, Selkirk, Steinbach, Swan River, The Pas).

The following schedule shall apply from and after May 1st, A.D. 1956, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	\$		\$	
1. Asbestos Workers—				
(a) Journeymen	1.95	40	1.70	48
(b) 1st Class Improvers	1.60	40	1.45	48
(c) 2nd Class Improvers	1.42	40	1.30	48
(d) 3rd Class Improvers				
1st 6 months	1.20	40	1.20	48
next 12 months	1.30	40	1.25	48
2. Bricklayers	2.25	40	1.95	48
3. Bridge and Structural Steel and Iron Workers	2.10	40	1.95	48

SCHEDULE "A" PART I—Continued

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	\$		\$	
4. Carpenters and Millwrights—				
Carpenters.....	2.05	40	1.75	48
Carpenters.....	City of Brandon		1.80	48
Carpenter-Millwrights.....	2.25	40	1.75	48
5. Cement Finishers and Oxychloride Workers on floors without a polished terrazzo finish (in warehouses or large floor area jobs)				
(a) Cement Finishers.....	1.50	48	1.20	48
(b) Oxychloride Workers.....	1.50	48	1.20	48
6. Electrical Workers (inside wiremen)—				
Licensed Journeymen.....	2.20	40	1.75	48
Helpers with 2 years or more experience assisting journeymen.....	1.50	40		
7. Elevator Constructors (Passenger and Freight).....	2.17	40	2.00	48
Helpers.....	1.52	40	1.40	48
8. Building Labourers—				
(a) Assisting Mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar and assisting sheet metal journeymen.....	1.40	48	1.20	48
(b) General Building Labourers.....	1.20	48	1.00	48
(c) Sewer and Underground Construction Work—				
(a) Caisson Workers.....	1.40	48	1.20	48
(b) Labourers.....	1.20	48	1.00	48
(c) Pipe Layers.....	1.25	48	1.05	48
(d) Tunnellers.....	1.25	48	1.05	48
(e) Terrazzo and Oxychloride Workers—				
(a) Machine Rubbers (Dry).....	1.40	48	1.20	48
(b) Machine Rubbers (Wet).....	1.20	48	1.05	48
9. Lathers—				
(a) Wood, Wire and Metal.....	2.00	40		
(b) Lathers.....			1.35	48
10. Linoleum Floor Layers.....	1.25	48	1.20	48
11. Marble Setters.....	2.00	40	1.75	48
12. Mastic Floor Spreaders and Layers.....	1.25	48	1.20	48
13. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drum or more operating any type of machine or operating clamshells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.65	48	1.45	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.65	48	1.45	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons or trenching machines or bulldozers over size D4 or equivalent; irrespective of motive power.....	1.50	48	1.35	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof, or assisting Engineers in charge of same.....	1.25	48	1.15	48
Class E: Operators operating concrete mixers over ½ yard capacity or bulldozers up to and including size D4 or equivalent; irrespective of motive power.....	1.25	48	1.15	48
Class F: Operators of gas or electric engines or machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers.....	1.25	48	1.15	48
14. (1) Painters, Decorators, Paperhangers and Glaziers—				
(a) Certified by the Manitoba Provincial Apprenticeship Board.....	1.80	40	1.60	48
(b) Non-certified by the Manitoba Provincial Apprenticeship Board.....	1.70	40	1.60	48
14. (2) Swing Stage and Spray Painters—				
(c) Certified by the Manitoba Provincial Apprenticeship Board.....	1.90	40	1.70	48
(d) Non-certified by the Manitoba Provincial Apprenticeship Board.....	1.80	40	1.70	48
15. Plasterers.....	2.25	40	1.95	48

SCHEDULE "A"—PART I—Concluded

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	\$		\$	
16. Journeymen of the Plumbing and Pipefitting Industry.....	2.25	40	1.60	48
Helpers.....	1.25	40	1.15	48
17. Roofers, Mop Handlers.....	1.25	48	1.20	48
18. Sheet Metal Workers.....	1.85	42½	1.45	48
19. Shinglers.....	1.50	40	1.40	48
20. Stonecutters.....	1.80	44	1.60	48
21. Stonemasons.....	2.25	40	1.95	48
22. Terrazzo and Oxychloride Workers-Layers.....	1.90	40	1.75	48
23. Tilesetters (including all clay product tile and Vitrolite Glass)...	2.00	40	1.75	48
24. Tilesetters (plastic, metal, asphalt, rubber and lino tile).....	1.70	40	1.25	48
25. Timber and Crib men working on grain elevators or bridges doing the crib work on grain elevators or rough timber work on bridges.....	1.35	48	1.35	48
26. Truck Drivers (while in charge of truck on construction work only).....	1.25	48	1.20	48
27. Installation of Plate Glass and Affiliated Materials—				
(a) Plate Glass and Metal Setters.....	1.55	40	1.40	48
(b) Miscellaneous Glass Setters.....	1.39	40	1.25	48
28. Watchmen.....	.80			

SCHEDULE "A"—PART II

Public Roads and Bridge Works

29. The following schedule shall apply from and after May 1st, 1956, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Minimum Basic Wage Rate Per Hour	Maximum hours of straight time rates over each two-week period
	\$	
30. Aggregate Batch man.....	1.00	108
31. Asphaltic Oil Distributor Driver.....	1.00	108
32. Blade Grader (12 H.P. and over) Operator.....	1.00	108
33. Concrete Finisher.....	1.00	108
*34. Concrete Paver Operator.....	1.25	108
*35. Dragline, Shovel and Crane Operator.....	1.30	108
36. Elevator Grader Operator.....	1.00	108
37. Engineer, Stationary Boiler.....	1.15	108
38. Labourers.....	1.00	108
39. Motor Patrol Operator.....	1.00	108
40. Roller Operator, 6-ton and over, steel wheels.....	1.05	108
*41. Scraper and Bulldozer Operator.....	1.15	108
42. Spreader and Finishing Machine Operator.....	1.00	108
43. Teamsters.....	.95	108
44. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	1.10	108
45. Tractor Operator, 50 H.P. drawbar or over.....	1.00	108
46. Tractor Operator, under 50 H.P. drawbar.....	1.00	108
47. Truck Drivers.....	1.00	108
48. Watchman and Flagman.....	.75	

49. Where due to emergency or inclement weather, less than 108 hours are worked in any two-week period an employer may, during the next two-week period employ his employees at straight time rate for as many hours additional to the regular 108 hours as have been lost during the preceding two-week period.

* Probationary Rates.

50. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c below the schedule rate has been agreed upon.

(2) Sub-section (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bulldozer Operator.

Newfoundland Social Assistance Act

Regulations under the Social Assistance Act (L.G., Aug. 1955, p. 965) have been amended by a regulation gazetted April 10, which allows a welfare officer to grant social assistance in kind to any person in immediate need for a period not exceeding three months. Previously, this allowance was given only when a person was being considered for an allowance under the Act.

Ontario Labour Relations Act

An amendment to the general regulations under the Labour Relations Act setting out rules for settling the status of a successor trade union authorized by O. Reg. 56/56 was gazetted April 21. The new regulations were necessary because of a recent amendment to the Act which provided that in case of a merger or amalgamation or transfer of jurisdiction, the union claiming recognition as the successor trade union may apply to the Labour Relations Board for a declaration as to its status, and the Board may declare that the successor trade union has or has not the rights, privileges and duties under this Act of its predecessor, or it may dismiss the application.

The regulations prescribe the forms for an application for a declaration concerning the status of a successor trade union (Form 24), for notice to the employees concerned of the filing of such an application (Form 25), and for the employer's

reply (Form 26). If a successor trade union in respect of which no declaration has been made wishes to apply for conciliation services, special forms (Forms 27, 28 and 29) are prescribed to give the Board the necessary information to deal with the question of the status of the successor union as well as the request for conciliation services. In both cases the successor trade union is required to set out the material facts upon which the claim for recognition is based.

Quebec Minimum Wage Act

Nine minimum wage orders in Quebec were renewed until May 1, 1957, by O.C. 296 gazetted April 14.

The following eight orders were renewed without change: Order No. 3, holidays with pay; Order No. 3A, holidays with pay in the construction industry; Order No. 4, the general order; Order No. 11, charitable institutions, hospitals and homes; Order No. 26a, taxicabs and automobiles for hire in the Montreal district; Order No. 29, taxicabs and automobiles for hire, Quebec and Lévis; Order No. 39, forest operations; Order No. 42, stationary enginemen and firemen.

Order No. 41, applicable to municipal and school corporations, was renewed until May 1, 1957, by O.C. 296, and amended by O.C. 383 gazetted April 28. The amendment provided for higher minimum rates for secretaries of municipal and school corporations effective April 28, 1956.

International Labour Organization

(Continued from page 681)

the principle of weekly rest varies from country to country as well as from one occupation or establishment to another, it is said in a report prepared for the preliminary discussion at this year's Conference of the question of weekly rest in commerce and offices with a view to the possible adoption of an international Convention on the subject.

The question had been placed on the agenda of the 1940 Conference, which was not held because of the outbreak of war.

(In 1921, the International Labour Organization adopted a Convention, since ratified by 39 countries, requiring that workers in industrial establishments be granted a weekly rest of at least 24 consecutive hours for each seven-day period. A recommenda-

tion adopted at the same time urged that workers in commercial establishments be granted the same facility.)

In addition to giving the law and practice in various countries with regard to weekly rest, the report that is being presented to the Conference gives the replies of member countries to an ILO questionnaire.

Forty-five countries replied to the questionnaire. Forty of these—or a majority of the ILO's membership of 72 countries—declare themselves in favour of a Convention on the subject, two favour a Recommendation, while three have not committed themselves in their reply.

The discussion this year will be a preliminary one. A final decision will be left for next year.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in March declined 8 per cent from February's total and 30 per cent from that of March 1955. Applicants at March 29 virtually unchanged, statistics show*

In March, there was a further decline in the number of initial and renewal claims filed for unemployment insurance benefit. The total recorded during the month was 8 per cent lower than that for February and 30 per cent below the March 1955 figure.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 170,687 claims were received in local offices across Canada in March 1956, compared with 185,016 in February and 243,544 in March 1955.

Regular and seasonal benefit claimants having an unemployment register in the live file on March 29 totalled 511,073 (415,144 males and 95,929 females), these totals being virtually unchanged from the 510,963 (413,083 males and 97,880 females) claimants recorded on February 29. On March 31, 1955, the number of such claimants was 605,180 (498,861 males and 106,319 females).

From a total of 176,734 initial and renewal claims adjudicated during the month, entitlement to benefit was granted in 114,060, or 65 per cent of the cases. Of the 59,670 initial claims adjudicated as "not entitled", 51,789 or 87 per cent were on behalf of claimants who failed to establish a benefit period because of insufficient contributions (these 51,789 claims were considered under the seasonal benefit provisions of the Act, but 10,748 or 21 per cent failed to establish a seasonal benefit period). Disqualifications (including those arising from revised and from seasonal benefit claims) numbered 23,655, the chief reasons for disqualification being: "voluntarily left employment without just cause" 7,696 cases; "not capable of and not available for work" 4,960 cases; and "refused offer of work and neglected opportunity to work" 3,880 cases.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

New beneficiaries for regular and seasonal benefit totalled 154,458 during March, compared with 173,759 during February and 222,627 during March 1955.

During March, a total of \$38,167,352 was paid to both regular and seasonal beneficiaries in compensation for 2,008,060 weeks, in comparison with \$32,188,102 and 1,733,650 weeks during February and \$45,437,011 and 14,449,841 days during March 1955.

Ninety-three per cent of the weekly payments were in respect of "complete weeks", i.e., weeks for which the claimants received the maximum weekly rate established for them. Of the 133,504 weeks classified as "partial" (i.e., the claimant received less than his maximum weekly rate), 78,484 or 59 per cent were those during which the claimant had earnings in excess of the level allowed for his particular benefit rate.

The estimated weekly number of beneficiaries for regular and seasonal benefit during March was 451.5 thousand, compared with 416.1 thousand during February and 512.5 thousand for March 1955.

Seasonal Benefit

A total of 57,555 claims (51,789 initial and 5,766 renewal) were considered for seasonal benefit.

Claims adjudicated numbered 57,235, of which 43,197 (38,040 initial and 5,157 renewal) were entitled to benefit.

Seasonal benefit claimants having an unemployment register in the "live file" on the last working day of the month totalled 149,258 (120,760 males and 28,498 females).

*See Tables E-1 to E-5 at back of book.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards were issued to 4,561,970 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

As at March 31, employers registered numbered 282,632, an increase of 646 during the month.

Enforcement Statistics

During March, 4,431 investigations were conducted by district investigators across Canada. Of these, 3,557 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 874 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 62 cases, one against an employer and 61 against claimants.† Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 409.†

Unemployment Insurance Fund

Revenue received in March totalled \$18,932,239.72, compared with \$20,043,943.42 in February and \$17,115,204.50 in March 1955. Benefit payments in March amounted to \$38,151,462.93, compared with \$32,168,997.54 in February and \$45,423,186.20 in March 1955. The balance in the fund at March 31 was \$854,198,518.59; at February 29, there was a balance of \$873,417,741.80 and at March 31, 1955, of \$840,692,316.77.

†These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1234, April 25, 1956

Summary of the Facts: The claimant, 44 years of age, filed an initial claim for benefit on January 24, 1955, and stated that he had been employed as manager of a theatre in Halifax, N.S., from March 1954 to January 22, 1955, when he was laid off owing to a change in theatre ownership. The claim was allowed.

On September 19, 1955, the claimant stated to the Halifax office of the Unemployment Insurance Commission that he was the "holder" of a royalty on a theatre promotion plan. According to the submissions, the plan was initiated in July 1954 and, by the end of September 1955, it was in operation in four or five theatres. The submissions also reveal that, since filing his claim, he devoted five days to setting up the plan, which he reported as employed days; and that his average net income therefrom, for the period from January 27, 1955, to October 20, 1955, was \$35.51 a week.

On the facts before him, the insurance officer disqualified the claimant from receipt of benefit for the period from January 24, 1955, to October 1, 1955, on the ground that he was not unemployed. In the opinion of the insurance officer, while the

theatre promotion plan had been for him during that period a subsidiary occupation, the remuneration or profit he derived therefrom exceeded an average of \$2 a day. (Sections 29(1)(a), 31(1)(g) and 31(2) of the old Act.) However, for the period subsequent to October 2, 1955, the insurance officer felt that, while the claimant could be considered as unemployed, his income had to be treated as earnings and taken into account in determining the weekly rate of benefit payable to him. (Sections 54(1), 47(1) and 56 of the new Act and Sections 158(4), 172(1) and (3) and 173 of the Unemployment Insurance Regulations.)

From the decision of the insurance officer, the claimant appealed to a board of referees, before which he appeared in Halifax, N.S., on November 22, 1955. The board unanimously allowed the appeal because, in their opinion, the royalties which the claimant received from the plan were in the nature of an "investment income". Therefore for the period previous to October 2, 1955, he was not following an occupation within the meaning of Section 31(1)(g) of the old Act and for the period subsequent thereto his income from the plan came within the exception provided in Section 172(2)(f) of the Regulations.

From the decision of the board of referees, the chief claims officer, on February 8, 1956, appealed to the Umpire.

Conclusions: This is a factual case and, on the evidence before me, I am not prepared to alter the unanimous finding of the board of referees who had the opportunity of examining the claimant.

The chief claims officer has not satisfactorily established that the claimant's participation in the operation of the plan was such that it could be considered a subsidiary occupation within the meaning of the old Act, or self-employment. I am inclined to agree with the board that the moneys he received from the plan were in the nature of an "investment income".

In view of the claimant's lengthy period of unemployment, some doubts may be entertained as to his readiness to accept employment considered suitable under the Act, but this aspect of the case is not before me for consideration.

The appeal is dismissed.

Decision CUB-1235, April 25, 1956

Summary of the Facts: The claimant was employed as office manager by a firm of food exporters in Montreal, Que., from January 28, 1947, to October 9, 1954, and received a salary of \$45 a week. She was married on October 16, 1954, and then moved to Petawawa, Ont., where her husband was posted for duty by the Army.

On January 20, 1955, she filed an initial claim for benefit at the local office in Pembroke, Ont., and was disqualified under Unemployment Insurance Regulation 137. The disqualification was terminated when the new Regulation 161 came into effect on October 2, 1955.

On November 21, 1955, she filed a renewal claim at the local office in Barrie, in which town she had taken up residence and given birth to a child.

On December 7, 1955, the local office notified her of an offer of permanent employment as assistant bookkeeper with an auto sales and service company in Barrie, at a salary of \$30 to \$35 a week, which is the prevailing rate of pay in that district for that type of work. The hours of work were seven a day and 35 to 39 a week. She refused to apply for the job because the take-home pay would have been too low considering income tax deductions and the wages of a babysitter. She stated, however, that she would accept work at a starting salary of \$40 a week. The local office commented that the possibilities of the claimant of obtaining employment in Barrie at a salary of \$40 a week were very limited.

On the facts before him, the insurance officer disqualified the claimant from receipt of benefit for an indefinite period because she was not available for work, and for a period of six weeks on the ground that she had, without good cause, refused to apply for a situation in suitable employment, both disqualifications to be effective from December 4, 1955. (Sections 54 and 59 of the Act respectively.)

The claimant appealed to a board of referees before which she appeared in Orillia, Ont., on January 12, 1956. In her testimony she stressed the fact that the employment offered involved working on Saturdays. She stated also that her services were worth more than \$30 to \$35 a week.

The majority of the board disallowed the appeal on the grounds that the hours of work were not unreasonable as they did not exceed the normal working week of 40 hours; and that the salary offered was at the prevailing rate in the Barrie district.

The dissenting member of the board was of the opinion "that the prevailing rate should not apply in this case as it should be based on a five-day work week, which is almost universal at the present time". He stated also that the employment should have carried a wage of at least \$40 a week in view of the cost of living in Barrie.

From the decision of the board of referees, the claimant, on January 25, 1956, appealed to the Umpire.

Conclusions: On the evidence before me, I do not see any valid reason to interfere with the majority finding of the board of referees, which is in accordance with the facts, the provisions of the Act and previous decisions of the Umpire dealing with similar cases.

If the claimant wishes or desires to work—and some doubt may be entertained as to the genuineness of her intention in that respect—she must conform to the exigencies of the labour field.

She is not the breadwinner of her family and her domestic responsibilities cannot be a factor in determining what is suitable employment for her or what constitutes good cause for refusal of employment.

The claimant seems to be under the impression that, because she has contributed to the unemployment insurance fund for a number of years, she is *ipso facto* entitled to unemployment insurance benefit.

A claimant acquires right to unemployment insurance benefit only when he meets the conditions laid down in the Act, one of which is to be ready and willing to accept immediately any offer of employment considered suitable under the Act.

The appeal is dismissed.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 187 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 131 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 10,218.00
Department of Defence Production (March)....	145	719,544.00
R.C.M.P.	6	42,974.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during April

During April the sum of \$7,394.41 was collected from five employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 28 workers concerned.

Contracts containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Chatham N B: Eastern Woodworkers Ltd, construction of school. *Montreal Que*: Canadian Industrial Equipment Ltd, *supply & installation of magnesium anodes, rods & straps for hot water tanks, Benny Farm. *Ste Foy Que*: Le Service Paysagiste Enrg, site improvement & planting. *Brockville Ont*: E P A Construction Co Ltd, construction of housing units. *Camp Borden Ont*: Thos G Wilcox & Sons Ltd, site improvement & planting; Thos G Wilcox & Sons Ltd, site improvement & planting. *Clinton Ont*: Oldcastle Nurseries, site improvement & planting. *Hamilton Ont*: Hamilton Construction Co, relocation & renovation of 100 wartime houses. *Petawawa Ont*: Reinhold C Gutzman, *clearing 50-ft strip. *Toronto Ont*: Rogers Structural Developments Ltd, construction of office bldg; Anglin Norcross Ltd, construction of apartment units, Lawrence Heights. *Edmonton Alta*: Northwestern Utilities Ltd, *installation of gas distribution system.

Department of Citizenship and Immigration

Manowan Indian Reserve Que: J E Gosselin Inc, electric power installation, Abitibi Indian Agency. *Fort Chipewyan Reserve Alta*: Bruce Robinson Electric (Edmonton) Ltd, replacement of electric generator, Athabaska Indian Agency.

Defence Construction (1951) Limited

Halifax N S: Kenney Construction Co Ltd, construction of outside fitters & machine shop, HMC Dockyard. *Camp Gagetown N B*: Atlas Construction Co Ltd, construction of propane storage & distribution system & POL tank farm & facilities; Atlas Construction Co Ltd, construction of rifle ranges. *Bagotville Que*: R E Stewart Construction Corp, addition to swimming pool, drill & recreational hall, RCAF Station. *Lachine Que*: Chas Duranceau Ltee, reconstruction & surfacing of roads, compounds & parking areas, RCAF Station. *Longue Point Que*: Alta Construction Co Ltd, construction of rifle range bldg. *Montreal Que*: Alta Construction Co Ltd, construction of headquarters bldg, RCASC gate house & RCME gate house & outside services. *St Jacques Le Mineur Que*: Desourdy Freres Enrg, construction of transmitting station. *St Jeans Que*: Desourdy Freres Enrg, alterations & additions to cadets' mess hall, army barrack block & sergeants' mess bldg. *Ville La Salle Que*: Lewis Bros Asphalt Paving Ltd, construction of reinforced concrete slab, Naval Supply Depot. *Barriefield Ont*: Thomas L Grooms Construction Ltd, alterations to Defence Research Laboratory. *Camp Borden Ont*: Central Bridge Co Ltd, supply & erection of structural steel for junior ranks clubs; Barclay Construction Ltd, construction of fire hall extension & outside services. *Petawawa Ont*: The Bell Telephone Co of Canada, *relocation of telephone system in "N" area; Dibblee Construction Co Ltd, roadwork, landscaping, & installation of sewers, watermains, etc. *Port Arthur Ont*: Barnett-McQueen Co Ltd, construction of small arms range bldg, HMCS Grifon. *Winnipeg Man*: Swanson Construction Co Ltd, construction of sewer & water systems, sub-base & paving for garage area, Fort Osborne Barracks. *Dundurn Sask*: W C Wells Construction Co Ltd, construction of transit bldg, laboratory, administration bldg, sewage pumphouse & outside services. *Saskatoon Sask*: W C Wells Construction Co Ltd, extension of underground steam system, RCAF Station. *Calgary Alta*: The Ellis-Don Ltd, construction of various bldgs, Saree Camp. *Ponoka Alta*: Oberst Construction Co Ltd, construction of garage. *Ralston Alta*: Otis Elevator Co, supply & installation of passenger elevator, Central Laboratory Bldg, Suffield Experimental Station. *Esquimalt B C*: Farmer Construction Ltd, construction of chapels, Belmont Park.

Building and Maintenance

Chatham N B: Les Peintres De Chez-Nous Enrg, exterior painting of PMQ's, RCAF Station. *Hull Que*: Alf Grodde Ltd, interior painting of armoury. *Longue Pointe Que*: Dawcoelectric Ltd, rewiring & relighting, #2 bldg, Ordnance Depot. *Montreal Que*: Weiss Electrical Contracting Co, rewiring & relighting of armoury. *North Bay Ont*: A Lanctot Construction Co Ltd, installation of fire escape & alterations to control tower, RCAF Station. *Oshawa Ont*: Brant Construction Co Ltd, construction of underground water mains for fire protection system, Wireless Station; George W Crothers Ltd, supply & installation of diesel generator set, Wireless Station. *Ottawa Ont*: Shore & Horwitz Construction Co Ltd, alterations to bldg #18, Victoria Island. *Picton Ont*: W A Moffatt Co, application of insulated built-up roofs on hangars, RCAF Station. *Trenton Ont*: Roelofson Elevator Co Ltd, repairs to passenger elevator, RCAF Station Hospital. *Gimli Man*: Harris Construction Co Ltd, construction of fire hall extension & repairs to existing fire hall, RCAF Station. *Calgary Alta*: Pioneer Paving Ltd, construction of parade square, RCAF Station; Norman H Woods & Assoc Ltd, landscaping, RCAF Station, Lincoln Park. *Edmonton Alta*: Buchanan Construction & Engineering Co Ltd, cleaning, repointing & water-proofing of exterior walls, Prince of Wales Armoury. *Camp Chilliwack B C*: Berge & Kavanagh Painters Ltd, exterior painting of various bldgs. *Esquimalt B C*: Norman H Woods & Assoc Ltd, construction of roads & ground improvements.

Department of Defence Production

(March Report)

Shelburne N S: Maritime Asphalt Products Ltd, covering of floors, HMCS *Shelburne*. *Sydney N S*: Municipal Ready-Mix Ltd, paving of parking lots & driveway, RCAF Station. *Montreal Que*: Atlas Tile Flooring Co, laying linoleum at 1179 Bleury St. *London Ont*: Dearborn Chemical Co Ltd, installation of feedwater treatment system, Central Heating Plant, #27 COD. *Orillia Ont to Senneterre Que*: Mechtron Engineering Products Ltd, maintenance, overhaul & housecleaning of diesel units, towers, structures & access roads. *Trenton Ont*: Stephens-Adamson Mfg Co of Canada Ltd, installation of parts for Redler coal elevator, Central Heating Plant Bldg, #27, RCAF Station. *Winnipeg Man*: Dominion Bridge Co Ltd, supply & erection of joists, Minto Armoury. *Banff Alta*: Steel-Crafts (Alberta) Ltd, erection of steel storage tank, National Cadet Camp. *Comox B C*: Marine Pipeline & Dredging Ltd, *cleaning & drying of existing products pipeline, RCAF Station. *Esquimalt B C*: Canadian Fairbanks Morse Co Ltd, *installation of gasoline generating plant, HMC Dockyard. *Ladner B C*: Christian & Allen Ltd, installation of pipe line & related work, Vancouver Wireless Station. *Sea Island B C*: Greater Vancouver Water District, repairing of pipe line from Angus Drive to Sea Island, RCAF Station.

National Harbours Board

Halifax N S: Fundy Construction Co Ltd, construction of shipping house, shipping gallery & rehabilitation of existing galleries; Robb Engineering Works Ltd, supply & erection of structural steel, Shed 27. *Montreal Harbour Que*: Chas Duranceau Ltee, raising of Laurier Pier, Section 43.

National Research Council

Norman Wells N W T: The Tower Co Ltd, installation of utility services, Northern Research Station.

Department of Northern Affairs and National Resources

Beavermouth B C: T Connors Diamond Drilling Co Ltd, subsurface drilling on Columbia River, Calamity Curve.

Department of Public Works

Grand Bank Nfld: Robt Stoodley, wharf improvements. *Hermitage Nfld*: Avalon Dredging Ltd, *dredging. *St John's Nfld*: Grant Mills Ltd, repairs to jetties. *Springdale Nfld*: Gulf Maritime Construction Ltd, wharf reconstruction. *Trepassey Nfld*: Avalon Dredging Ltd, *dredging. *Ellerslie P E I*: Dawson & Noye, construction of wharf. *Graham's Pond P E I*: Everett Condon, breakwater extension. *St Peter's Harbour P E I*: Edward MacCallum, harbour improvements. *Cape St Mary's N S*: Atlantic Bridge Co Ltd, construction of breakwater. *Finlay Point N S*: F W Digdon & Sons Ltd, *dredging. *Little River N S*: M C Campbell & D J Grant, breakwater repairs. *Little River Harbour*

N S: L E & P E Armstrong, reconstruction of wharf. *McNab's Island N S: Continental Construction Co Ltd*, repairs to Garrison Pier. *Middleton N S: Central Construction Co*, addition & alterations, federal bldg. *Pickney's Point N S: J P Porter Co Ltd*, *dredging. *Pictou N S: Ferguson Industries Ltd*, repairs to pontoons for Dredge PWD No 21; Joseph Almon, quay wall repairs. *Shannon Park N S: Cameron Contracting Ltd*, construction of jetty, Wright's Cove. *Upper Whitehead N S: M C Campbell Construction Co Ltd*, wharf extension. *Vogler's Cove N S: Thimot & Comeau*, harbour improvements. *Bathurst N B: Connolly Construction Ltd*, warehouse repairs. *Campbellton N B: Ralph Sharp*, ferry wharf repairs. *Claire Fontaine N B: J W & J Anderson Ltd*, construction of wharf. *Escuminac N B: La Construction de St Paul Ltee*, breakwater extension. *Lord's Cove N B: J W McMulkin & Son Ltd*, wharf extension & *dredging. *Moncton N B: Canadian Mechanical Handling Systems Ltd*, extension to existing conveyor, glaciis table unit & deflectors for mail handling equipment, federal bldg. *Saint John (Courtenay Bay) N B: The Standard Dredging Co Ltd*, *dredging. *Saint John (Negro Point) N B: J W McMulkin & Son Ltd*, breakwater repairs. *Angliers (Quinze Dam) Que: The Cementation Co (Canada) Ltd*, repairs & construction of apron (east half). *Chambly Basin (Richelieu River) Que: St Maurice River Dredging Red'g*, *dredging. *Levis Que: Jean-Baptiste Rioux*, wharf repairs. *Montreal Que: J Davidson & Sons Ltd*, interior painting, Postal Terminal Bldg. *Portneuf Que: Gulf Maritime Construction Ltd*, construction of wharf. *Riviere-au-Renard Que: Emile Cloutier*, construction of training pier. *St Jean Que: Tracy Construction Inc*, construction of 3 piers. *Tadoussac (Anse a L'Eau) Que: North Shore Construction Co Ltd*, paving of wharf. *Dryden Ont: Alex Zoldy*, additions & alterations, federal bldg. *Fort William Ont: Consolidated Dredging Ltd*, *dredging. *Jersey River Ont: Simcoe Dock & Dredging Co Ltd*, reconstruction of training wall, stage 2. *Meaford Ont: Birmingham Construction Ltd*, extension to east revetment wall. *Ottawa Ont: Ontario Bldg Cleaning Co Ltd*, cleaning interior east bldg, Veterans Memorial Bldgs; *Dibblee Construction Co Ltd*, construction of parking area & road development, Science Service Bldg, Central Experimental Farm. *Port Hope Ont: Bermingham Construction Ltd*, breakwater reconstruction. *Rockcliffe Ont: E R Tremblay*, construction of RCMP NCO's married quarters. *Sarnia Ont: R W McKay Construction*, construction of warehouse. *Regina Sask: Canadian Mechanical Handling Systems Ltd*, installation of mail handling equipment for new post office bldg. *Saskatoon Sask: W C Wells Construction Co Ltd*, construction of annex addition-Prairie Regional Laboratory, NRC. *Three Hills Alta: Poole Construction Co Ltd*, erection of federal bldg. *Bold Point B C: Chas Latimer Construction Ltd*, approach renewal. *Fraser River (Annieville Channel) B C: B C Bridge & Dredging Co Ltd*, *dredging. *Fraser River (Garry Point) B C: Gilley Bros Ltd*, bank protection. *Fraser River (Lulu Island) B C: Indian River Quarries Ltd*, bank protection. *Kamloops B C: Sorensen Construction Co Ltd*, construction of header house. *Port Renfrew B C: Pacific Piledriving Co Ltd*, wharf approach. *Victoria B C: Parfitt Construction Co Ltd*, construction of chapels, Veterans Memorial Hospital. *Victoria B C: Canadian Mechanical Handling Systems Ltd*, installation of conveyors & chutes for mail handling, post office bldg.

Department of Transport

Gander Nfld: Chisholm Construction Co Ltd, construction of roads, water mains & sewers at Townsite. *Moncton N B: Alderice J Bourque & J A Bourque*, construction of radio beacon station & related work. *Dorval Que: H J O'Connell Ltd*, provision of water supply main to airport. *Kingston Ont: Kingston Shipyards*, *construction of three diesel engined landing barges. *Fort Smith N W T: Poole Engineering Co Ltd*, additional development of airport.

AFL-CIO Seeks Extension of Fair Labor Standards Act

Organized labour last month asked the United States Congress to extend the Fair Labor Standards Act, governing wages and hours, to cover an additional 9,500,000 workers. Nearly 4,000,000 of these workers are in the retailing and service industries, while 4,250,000 are in agriculture, construction and outside selling.

George Meany, President of the AFL-CIO, suggested to a Senate labor sub-committee that the scope of the Act should be broadened to include employees of large department stores and large chain stores (whether grocery, drug or novelty shops), large hotels, chain restaurants, laundry and dry cleaning and similar establishments.

Prices and the Cost of Living*

Consumer Price Index, May 1956

Canada's consumer price index (1949=100) remained unchanged at 116.6 between the beginning of April and May. A year ago the index was 116.4, and in May 1954 it was 115.5.

Current decreases in the food and household operation indexes were counter-balanced by slight increases in the shelter, clothing and other commodities and services series.

The food index declined from 109.7 to 109.3 as sharply lower prices were reported for tomatoes, along with lesser declines for coffee and some fresh vegetables and meats. Prices were higher for eggs, fresh and canned fruits, potatoes and most cuts of beef.

Both rent and home-ownership components contributed to the upward movement of the shelter index from 131.9 to 132.1.

The clothing index moved from 108.7 to 108.8 as slight increases in footwear were partially offset by a decrease in women's spring coats.

The household operation index moved from 116.6 to 116.5 under the influence of a seasonal decrease in coal prices and lower insurance rates for household effects. Increased prices were reported for household supplies, kitchen utensils, and some items of furniture, as were higher telephone rates in some centres.

The other commodities and services index rose from 120.1 to 120.5. Prices of theatre admissions, haircuts and hairdressing advanced, while prices of new automobiles and automobile insurance rates declined.

Group indexes one year earlier (May 1955) were: food 112.3, shelter 128.8, clothing 107.9, household operation 116.4 and other commodities and services 118.3.

City Consumer Price Indexes, April 1956

Consumer price indexes (1949=100) increased in seven of the ten regional cities between the beginning of March and April 1956.

Increases ranged from 0.2 per cent in both Saint John and Saskatoon-Regina to 0.9 per cent in St. John's. Indexes were unchanged in both Montreal and Vancouver and declined 0.3 per cent in Winnipeg.

Food indexes were up in all regional cities except Winnipeg. Higher prices were recorded in all cities for coffee, eggs, most canned and fresh vegetables, particularly potatoes, which were substantially higher in most cities. Prices moved to still lower levels in most cities for all beef and pork items, and margarine.

The shelter index remained unchanged in six of the ten regional cities and moved slightly upwards in the other four. The few changes in clothing prices resulted in slightly lower indexes in three cities; four were unchanged and three were slightly higher. Changes in household operation indexes were small, as declines in appliance prices were sufficient to move them lower in seven cities, with one unchanged and two slightly higher. Increased doctors', dentists' and optometrists' fees and higher prices for prepaid hospital care were mainly responsible for upward movements in the other commodities and services indexes in five cities. Indexes were unchanged in two cities and down slightly in three.

Regional consumer price index point changes between March and April were as follows: St. John's +0.9 to 105.9*; Halifax +0.5 to 114.8; Toronto +0.5 to 118.7; Ottawa +0.4 to 117.7; Edmonton-Calgary +0.3 to 114.6; Saint John +0.2 to 117.6; Saskatoon-Regina +0.2 to 114.9; Winnipeg -0.3 to 116.5. Montreal and Vancouver remained unchanged at 116.7 and 118.6 respectively.

Wholesale Prices, April 1956

The general wholesale price index (1935-39=100) advanced 0.5 per cent, from 223.3 to 224.5, between March and April, extending the upward climb begun late in 1954 and continuing through 1955 and the first four months this year with only four slight interruptions. All component groups advanced.

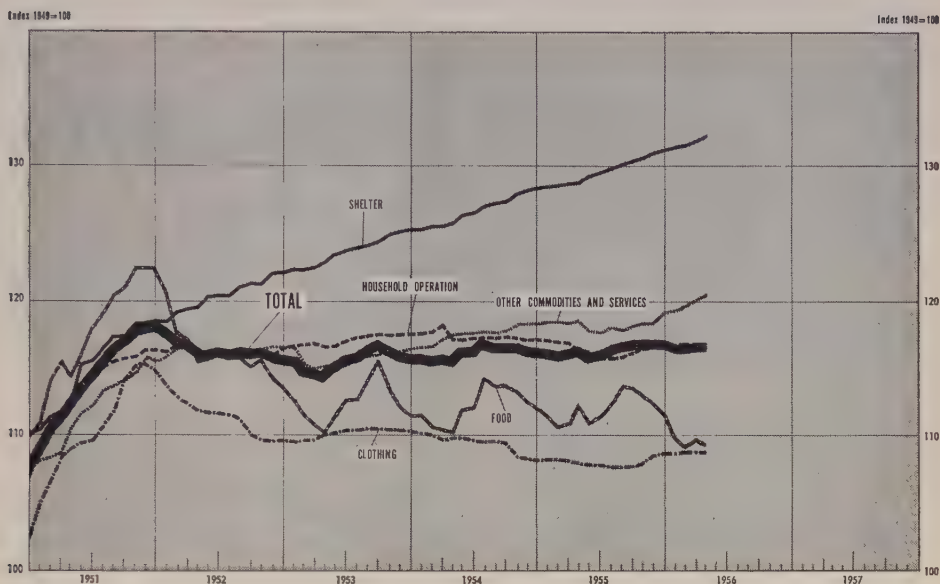
The continuous rise during the past six months is the result of increases in all component groups except animal products.

Between March and April, iron and its products showed the largest gain, moving up 1.6 per cent to 236.1. Vegetable products advanced 0.8 per cent to 196.7; chemicals and allied products, 0.8 per cent to 180.9. Wood, wood products and paper rose 0.3 per cent to 306.6.

*See Tables F-1 and F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951



Reversing the previous down trend, animal products advanced 0.2 per cent to 218.2.

Fibres, textiles and textile products; non-metallic minerals; and non-ferrous metals each advanced 0.1 per cent, to 229.2, 180.2 and 207.5 respectively.

Canadian farm product prices at terminal markets rose 1.5 per cent between March and April, from 197.5 to 200.4. In field products, the increase of 2.9 per cent, from 164.0 to 168.7, reflected higher quotations for potatoes, western hay and rye, eastern corn, barley and wheat. The index for animal products increased 0.4 per cent from 231.1 to 232.0 in response to increases for eggs, steers, lambs and eastern poultry, which, however, were largely offset by lower prices for calves, hogs, eastern fluid milk and cheesemilk, and western wool.

Residential building material prices rose one-half of one per cent from 291.8 to 293.4. The change was supported principally by an advance in the lumber group, where scattered increases lifted the index from 419.2 to 422.0. This group has

climbed gradually from the March-April 1954 low of 397.3 but is still under the peak of 432.9 reached in May 1951.

The non-residential building materials price index (1949=100) remained unchanged at 127.2.

U.S. Consumer Price Index, April 1956

For the second consecutive month, the United States consumer price index (1947-49=100) rose between mid-March and mid-April, from 114.7 to 114.9, an increase of 0.2 per cent.

The rise brought the index to the year's highest point and 0.6 per cent higher than in April 1955. An 0.6-per-cent rise in retail food prices was responsible for the latest increase in the index.

U.K. Index of Retail Prices, February 1956

The United Kingdom index of retail prices compiled by the Ministry of Labour for mid-February, the first published on the new base (January 17, 1956=100), stood at 101.3. The base previously used was January 15, 1952 (L.G., April, p. 441).

Strikes and Lockouts

Canada April 1956*

Less time was lost in April in work stoppages arising out of industrial disputes than in any month since December 1950.

In April 1956 there were 20 strikes and lockouts in existence, involving 2,772 workers, with a time loss of 10,050 man-working days, compared with 22 strikes and lockouts in March 1956, with 3,243 workers involved and a loss of 16,875 days. In April 1955 there were 21 strikes and lockouts, 2,656 workers involved and a loss of 25,369 days.

For the first four months of 1956 preliminary figures show a total of 51 strikes and lockouts, with 26,043 workers involved and a loss of 600,060 days. In the same period in 1955 there were 46 strikes and lockouts, 16,124 workers involved and a loss of 280,775 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in April 1956 was 0.01 per cent of the estimated working time; March 1956, 0.02 per cent; April 1955, 0.03 per cent; the first four months of 1956, 0.17 per cent; and the first four months of 1955, 0.08 per cent.

The demand for increased wages was a factor in 14 of the 20 disputes in existence during April. Of the other stoppages, three arose over layoffs or suspensions and three over causes affecting conditions of work.

Of the 20 strikes and lockouts in existence during April, one was settled in favour of the workers, seven in favour of the employers, four were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month four disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955. The strike of bush workers at Mattice, Ont., which began on January 3, 1956, and was listed in the

March 1956 report as "employment conditions no longer affected by March 3, 1956", was concluded on March 22, 1956.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in February 1956 was 275 and 13 were still in progress from the previous month, making a total of 288 during the month. In all stoppages of work in progress, 97,500 workers were involved and a time loss of 190,000 days caused.

Of the 275 disputes leading to stoppages of work that began in February, 31, directly involved 68,400 workers, arose over demands for advances in wages, and 86, directly involving 9,800 workers, over other wage questions; three, directly involving 200 workers, over questions as to working hours; 26, directly involving 1,200 workers, over questions respecting the employment of particular classes or persons; 124 directly involving 11,400 workers, over other questions respecting working arrangements; two, directly involving 400 workers, over questions of trade union principle; and three, directly involving 400 workers, were in support of workers involved in other disputes.

Australia

The Australian *Monthly Bulletin of Employment Statistics* for January 1956 reported that preliminary figures for 1955 showed a total of 1,532 industrial disputes resulting in work stoppages, directly involving 424,340 workers, with a time loss of 1,010,884 working days. In 1954 there were 1,490 stoppages, 355,580 workers involved and a loss of 901,639 days.

New Zealand

The New Zealand *Monthly Abstract of Statistics* for February 1956 reported a total of 62 industrial disputes resulting in work stoppages during 1955, involving

*See Tables G-1 and G-2 at back of book.

20,224 workers directly and indirectly, with a time loss of 52,043 working days. In 1954 there were 61 stoppages, 16,153 workers involved and a loss of 20,474 days.

United States

Preliminary figures for March 1956 show 250 work stoppages resulting from labour-

management disputes beginning in the month, involving 50,000 workers. The time loss for all work stoppages in progress during the month was 2,000,000 man-days. Corresponding figures for February were 250 stoppages involving 70,000 workers and a loss of 2,200,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 94.

Fair Labor Standards Act, 1938 (U.S.)

1. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Employment of Learners pursuant to Section 14 of the Fair Labor Standards Act of 1938, as amended.* Title 29, Chapter C, Code of Federal Regulations. Part 522. February 1955. Washington, G.P.O., 1955. Pp. 6.

2. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Hours worked under the Fair Labor Standards Act, as amended.* Title 29, Chapter V, Code of Federal Regulations. December 1955. Washington, G.P.O., 1955. Pp. 10.

Industrial Psychology

3. PATERSON, THOMAS THOMPSON. *Morale in War and Work; an Experiment in the Management of Men.* London, M. Parrish, 1955. Pp. 256.

The author is Senior Lecturer in Industrial Relations at Glasgow University. During the war, while serving in the RAF, he was posted to a fighter station as a Controller in the Operations Room. The station commander asked him to look into the high flying accident rate and to try to curb it. Dr. Paterson tells how he worked on the problem and how he has applied what he learned to his present work in industry.

4. RICHARDSON, CYRIL ALBERT. *An Introduction to Mental Measurement and its Applications.* London, New York, Longmans, Green, 1955. Pp. 101.

Mental measurement is an attempt to measure such qualities as intelligence, temperament, character, and educational attainment.

Industrial Relations

5. FITZGERALD, MARK JAMES. *Britain views Our Industrial Relations.* Notre Dame, Ind., University of Notre Dame Press, 1955. Pp. 221.

The author has analysed the reports of 67 British Productivity Teams sponsored by the Anglo-American Council on Productivity. These reports were published between 1948 and 1953.

6. LARROWE, CHARLES P. *Shape-up and Hiring Hall; a Comparison of Hiring Methods and Labor Relations on the New York and Seattle Waterfronts.* Berkeley, University of California Press, 1955. Pp. 250.

In New York, longshoremen chosen in the shape-up by the hiring foremen are guaranteed only four hours' work a day. In Seattle, longshoremen register in a central hiring hall and they are picked for jobs in rotation so that their wages are steady. The hiring hall is administered jointly by the union and employers to prevent any violations of the rules laid down for assigning men to jobs.

Labouring Classes

7. BARBASH, JACK. *Universities and Unions in Worker's Education.* 1st ed. New York, Harper, 1955. Pp. 206.

This book is a report and appraisal of the activities of the Inter-University Labor Education Committee, which is composed of one representative each from eight universities and four each from the AFL and CIO. The eight participating universities are Chicago, Cornell, Illinois, Pennsylvania State, Roosevelt College, Rutgers, Wisconsin, and the University of California at Los Angeles.

8. GORDON, MARGARET S. *Employment Expansion and Population Growth, the California Experience: 1900-1950*. Berkeley, University of California Press, 1954. Pp. 192.

Between 1850 and 1950 California's population increased almost sixty-four-fold. So far the rate of employment has tended to keep up with the increase in population. This book looks into historical trends and fluctuations in the growth of population and employment and suggests probable future developments.

9. INTERNATIONAL LABOUR OFFICE. *Living and Working Conditions of Indigenous Populations in Independent Countries*. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 8(1)-(2). International Labour Conference. Thirty-Ninth Session, Geneva, 1956.

10. INTERNATIONAL LABOUR OFFICE. *Weekly Rest in Commerce and Offices*. Seventh Item on the Agenda. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 7(1)-(2). International Labour Conference. Thirty-Ninth Session, Geneva, 1956.

11. LABOUR - MANAGEMENT CONFERENCE, RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. 7th, 1955. *Benefit Plans in Collective Bargaining*. New Brunswick, N.J., 1955. Pp. 93.

This is a discussion on the subject whether employees' benefit plans should be contributory or non-contributory.

12. ORNATI, OSCAR A. *Jobs and Workers in India*. Ithaca, Institute of International Industrial and Labor Relations, Cornell University, 1955. Pp. 215.

"...This study was conceived as a handbook on labor and labor problems in India for the use of students, businessmen, trade union leaders, and government officials preparing to study, invest, or work in India, or to advise on policies connected with India's labor situation."

Older Workers

13. CORSON, JOHN JAY. *Economic Needs of Older People*, by John J. Corson and John W. McConnell. With Policy Recommendations by the Committee on Economic Needs of Older People. New York, Twentieth Century Fund, 1956. Pp. 533.

This is a survey of social security and all forms of public and private pension plans and old-age assistance.

14. INTERNATIONAL LABOUR OFFICE. *The Age of Retirement*. Fourth Item on the Agenda. Geneva, 1954. Pp. 147. At head of title: Report 4. International Labour Organization. European Regional Conference, 1955.

A survey of older workers in Europe.

Wages and Hours

15. DYER, EVERETT DIXON. *A Study of Role and Authority Patterns and Expectations in a Group of Urban Middle-Class Two-Income Families*. Ann Arbor, University Microfilms, 1955. ([University Microfilms, Ann Arbor, Mich.] Publication No. 14, 690.) Microfilm copy of typescript. Positive. Collation of the original: 228 leaves. Thesis—University of Wisconsin.

The author conducted a survey among 129 families in Madison, Wis. where the wife was working. He studies the effect which the wife's outside employment has on the marriage.

16. GREAT BRITAIN. PARLIAMENTARY HOUSE OF LORDS. *Equal Pay for Equal Work*. (In Parliamentary Debates, House of Lords Official Report. Vol. 180, No. 29. 11 Feb. 1953. Pp 353-369; 373-389.)

Miscellaneous

17. CANADA. CIVIL SERVICE COMMISSION. *Civil Service Examinations; Specimen Questions and General Information*. Ottawa, Queen's Printer, 1954? Pp. 44.

18. CARROLL, PHIL. *How Foremen can control Costs*. 1st. ed. New York, McGraw-Hill, 1955. Pp. 301.

The foreman has to know how to control costs. This book describes how costs affect the company, its employees, and its customers. It tells the foreman how to keep down costs.

19. DRUCKER, PETER FERDINAND. *The Practice of Management*. 1st ed. New York, Harper, 1954. Pp. 404.

This book is an analysis of business management. There are case histories of management in such companies as Sears, Roebuck, General Motors, Ford Motor Co., and International Business Machines, among others.

20. JUNE, STEPHEN A. *The Automatic Factory, a Critical Examination*, by Stephen A. June [and others] Pittsburg, Instruments Pub. Co., 1955. Pp. 88.

The authors spent more than six months interviewing leading authorities, reading the literature and gathering information on automation as part of the requirements of the manufacturing course given at Harvard University Graduate School of Business Administration.

21. MORGENSTERN, OSKAR, ed. *Economic Activity Analysis*. New York, Wiley, 1954. Pp. 554.

"The studies collected in this volume have been made by the Economics Research Project, Princeton University on 'The Mathematical Structure of American Type Economies...' The writings fall into the newly developed field of economic activity analysis and linear programming."

22. MURRAY, KEITH ANDERSON HOPE. *Agriculture*. London, H.M.S.O.; Longmans, Green, 1955. Pp. 422.

Issued in the series, History of the Second World War, United Kingdom civil series.

This book is divided into four parts. Part 1 covers the first World War and the period between 1918 and 1939. Parts 2 and 3 cover the period of World War II, 1939 to 1945. Part 4 discusses production policy and achievement and changes in the structure and technique of farming.

23. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Nomination of Ewan Clague, of Pennsylvania, to be Commissioner, Bureau of Labor Statistics, U.S. Department of Labor*. Hearing before the Committee on Labor and Public Welfare, U.S. Senate, 84th Congress. 1st session... July 29, 1955. Washington, G.P.O., 1955. Pp. 20.

24. U.S. PRESIDENTIAL ADVISORY COMMITTEE ON TRANSPORT POLICY AND ORGANIZATION. *Revision of Federal Transportation Policy; a Report to the President*. Washington, G.P.O., 1955. Pp. 20.

Government policy has not kept pace with the modern competitive aspects of transportation. This has necessitated the present investigation.

25. WRONG, DENNIS HUME. *American and Canadian Viewpoints*. Prepared for the Canada-United States Committee on Education. Washington, American Council on Education, 1955. Pp. 62.

This pamphlet describes the "similarities and differences in the outlooks of Canadians and Americans with respect to the major areas of social life".

Annual Reports

26. ALBERTA. BUREAU OF STATISTICS. *Review of Business Conditions, 1955*. Edmonton, 1956. Pp. 13.

27. ALBERTA. DEPARTMENT OF PUBLIC WELFARE. *Eleventh Annual Report, 1954-1955*. Edmonton, Queen's Printer, 1956. Pp. 47.

28. AMERICAN ZINC INSTITUTE. *A Review of the Zinc Industry in 1955*. New York, 1956. Pp. 13.

29. AUSTRALIA. BUREAU OF CENSUS AND STATISTICS. TASMANIA BRANCH. *Statistics of the State of Tasmania for the Year 1953-54*. Hobart, Government Printer, 1955. 1 Volume (various pagings).

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Credit Unions Increase by 314 to 3,920 in Year

The total of credit unions in Canada during 1954 reached 3,920, with a total membership of 1,560,715, according to *Credit Unions in Canada, 1954*, published by the Economic Division of the federal Department of Agriculture. This represented an increase of 314 credit unions and 126,445 members over the previous year.

In Ontario there was an increase of 211 credit unions; in Quebec, a gain of 46 credit unions. British Columbia, Alberta and Saskatchewan had net gains of 24, 14 and nine respectively.

More than half the members of credit unions were in Quebec, which reported a

total of 858,861, an increase of 54,760 over 1953. Ontario came next with 307,424 members, 29,340 more than in 1953. British Columbia, with 104,527 members—16,719 more than in 1953—came third.

Total assets were reported at \$552,362,571 in 1954.

Share capital for 3,690 credit unions reporting in 1954 amounted to \$160,863,551, an increase of 20.8 per cent over 1953. Deposits by members at the end of 1954 amounted to \$349,719,983, an increase of 9.1 per cent compared with 1953.

At present one person in ten in Canada belongs to a credit union.

Report of Board

(Continued from page 716)

they shall be paid at double the straight time base rate of pay from 5:00 p.m. with a minimum of one (1) hour for any work so performed between 5:00 and 6:00 p.m.

(b) *Sundays*—For any work performed on Sundays, men shall be paid at double the straight time base rate of pay with a minimum of three (3) hours.

(c) *Holidays*—For any work performed on holidays named in this agreement men shall be paid at double the straight time base rate of pay with a minimum of three (3) hours.

The Board commends both parties with respect to the harmonious relations which exist and which have prevailed between them for the past twenty years.

The Board appreciates the co-operation it has received from the representatives of both parties, and is pleased to record that the information and briefs submitted were ably presented and of great assistance in arriving at a determination.

Respectfully submitted.

(Sgd.) F. E. HARRISON,
Chairman.

(Sgd.) GEORGE HOME,
Member.

(Sgd.) C. G. ROBSON,
Member.

Dated at Vancouver, B.C., this 16th day of April, 1956.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 24, 1956

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,536	98	411	1,569	2,039	968	451
Agricultural.....	686	*	44	161	198	256	25
Non-Agricultural.....	4,850	96	367	1,408	1,841	712	426
Males.....	4,245	79	323	1,225	1,515	758	345
Agricultural.....	669	*	43	160	191	249	24
Non-Agricultural.....	3,576	77	280	1,065	1,324	509	321
Females.....	1,291	19	88	344	524	210	106
Agricultural.....	17	*	*	*	*	*	*
Non-Agricultural.....	1,274	19	87	343	517	203	105
All Ages.....	5,536	98	411	1,569	2,039	968	451
14—29 years.....	500	14	40	181	159	78	28
20—24 years.....	724	16	53	233	243	129	50
25—44 years.....	2,595	45	183	728	964	456	219
45—64 years.....	1,506	21	116	380	584	269	136
65 years and over.....	211	*	19	47	89	36	18
<i>Persons with Jobs</i>							
All status groups.....	5,241	88	370	1,433	1,983	931	436
Males.....	3,978	70	286	1,100	1,464	725	333
Females.....	1,263	18	84	333	519	206	103
Agricultural.....	679	*	43	159	196	254	25
Non-Agricultural.....	4,562	86	327	1,274	1,787	677	411
Paid Workers.....	4,118	72	285	1,147	1,647	597	370
Males.....	2,955	55	211	835	1,163	417	274
Females.....	1,163	17	74	312	484	180	96
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	295	10	41	136	56	37	15
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,110	159	465	1,442	1,640	934	470
Males.....	1,052	53	106	259	304	216	114
Females.....	4,058	106	359	1,183	1,336	718	356

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Mar. 24, 1956		Week Ended Feb. 18, 1956		Week Ended Mar. 19, 1955	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	309	281	325	293	418	393
Without Jobs.....	295	268	303	278	401	378
Under 1 month.....	71	—	70	—	73	—
1— 3 months.....	120	—	166	—	164	—
4— 6 months.....	81	—	51	—	114	—
7—12 months.....	14	—	11	—	31	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	14	13	17	15	17	15
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	10	10	13	11	12	10

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1955—Average.....	74	344	78	276	262	38	1,072
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	92	282	261	39	1,108
September.....	81	355	93	285	273	39	1,126
October.....	82	358	99	289	271	40	1,139
November.....	83	357	89	290	274	40	1,133
December.....	81	363	80	290	272	39	1,125
1956—January.....	75	352	68	278	268	39	1,080
February.....	77	358	68	282	269	39	1,093

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,563,303.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1947—Average.....	95.7	80.7	84.2	\$ 36.19	97.2	80.4	82.6	\$ 36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	145.2	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.1	167.1	147.0	63.15	112.1	168.1	149.0	65.52

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955
(a) Provinces						
Newfoundland.....	119.5	122.7	110.3	55.69	54.20	54.17
Prince Edward Island.....	125.7	108.4	101.4	43.16	47.74	45.61
Nova Scotia.....	100.4	96.9	91.4	52.40	52.68	51.35
New Brunswick.....	105.6	108.2	96.2	55.06	54.07	53.94
Quebec.....	112.1	112.5	104.6	60.76	59.94	58.61
Ontario.....	115.4	113.5	108.2	65.61	64.94	63.24
Manitoba.....	102.8	103.2	98.8	59.85	59.05	58.00
Saskatchewan.....	107.1	107.9	106.7	59.64	58.96	57.38
Alberta (including Northwest Territories).....	132.0	132.2	121.4	65.52	64.92	61.74
British Columbia (including Yukon).....	110.7	109.1	101.0	68.05	67.33	65.31
Canada.....	113.1	112.3	105.6	63.15	62.43	60.86
(b) Metropolitan Areas						
St. John's.....	112.0	113.9	106.6	46.27	45.59	45.14
Sydney.....	89.1	83.8	89.2	63.51	62.93	60.77
Halifax.....	116.9	115.7	114.4	52.13	52.30	49.98
Saint John.....	106.2	111.8	108.3	51.92	51.10	50.62
Quebec.....	103.6	103.7	101.3	52.37	52.38	49.52
Sherbrooke.....	104.3	103.7	98.7	53.96	52.53	51.59
Three Rivers.....	106.7	105.5	94.7	58.57	58.29	56.73
Drummondville.....	78.0	78.3	74.2	54.47	54.77	54.42
Montreal.....	114.0	114.2	107.7	61.48	61.25	59.05
Ottawa—Hull.....	113.4	112.7	107.4	58.12	57.70	55.94
Peterborough.....	96.4	95.8	92.2	66.79	66.48	63.37
Oshawa.....	159.9	81.8	151.2	71.97	67.81	69.05
Niagara Falls.....	114.4	115.2	111.7	72.00	71.06	69.45
St. Catharines.....	114.9	102.5	112.1	71.92	72.87	69.94
Toronto.....	123.6	123.2	118.0	66.33	65.96	63.88
Hamilton.....	108.5	109.1	99.6	67.89	67.39	64.83
Brantford.....	90.3	88.8	83.3	62.75	61.19	59.91
Galt.....	105.5	104.3	93.1	57.75	57.75	55.32
Kitchener.....	105.4	105.4	101.2	60.06	59.84	58.78
Sudbury.....	131.1	130.9	127.6	77.95	78.15	74.61
London.....	114.6	110.5	106.4	61.60	59.26	57.25
Sarnia.....	123.8	123.0	113.1	78.07	74.73	73.86
Windsor.....	107.8	105.6	100.4	72.44	72.34	72.41
Sault Ste. Marie.....	117.7	119.2	101.8	78.12	76.97	68.28
Ft. William—Pt. Arthur.....	103.6	104.8	96.1	64.13	63.80	61.06
Winnipeg.....	102.0	103.0	99.2	56.75	56.38	55.56
Regina.....	108.4	109.2	109.4	57.29	56.88	55.16
Saskatoon.....	108.4	111.4	110.3	56.21	55.13	53.91
Edmonton.....	153.8	155.5	138.3	60.27	60.00	57.96
Calgary.....	139.9	139.6	130.2	61.44	61.21	59.07
Vancouver.....	109.2	108.4	100.5	65.30	64.76	62.83
Victoria.....	113.2	114.9	112.3	61.46	60.93	57.87

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955
Mining	116.0	114.4	110.0	77.46	76.82	73.57
Metal mining.....	119.9	118.9	112.5	79.23	78.31	76.31
Gold (a).....	76.3	76.6	80.8	70.41	69.20	69.20
Other metal (b).....	160.6	158.3	142.0	83.13	82.42	80.09
Fuels.....	107.6	105.4	104.1	77.25	76.63	71.51
Coal.....	71.0	68.2	73.4	63.89	64.24	59.31
Oil and natural gas.....	229.7	229.4	205.6	91.02	88.91	85.88
Non-metal (c).....	123.8	121.5	116.8	70.24	70.69	67.35
Manufacturing	112.1	110.2	105.7	65.52	65.05	63.11
Food and beverages.....	98.0	98.5	94.5	58.84	58.11	56.76
Meat products.....	115.7	117.3	108.7	66.12	66.54	65.61
Canned and preserved fruits and vegetables.....	67.6	70.1	63.0	55.02	53.20	52.39
Grain mill products.....	101.9	101.0	102.6	61.29	61.96	59.26
Bread and other bakery products.....	107.0	107.8	103.4	54.80	54.09	52.68
Biscuits and crackers.....	89.5	88.8	88.9	49.24	49.13	45.69
Distilled and malt liquors.....	99.8	98.8	96.9	73.82	72.58	70.48
Tobacco and tobacco products.....	102.0	104.6	102.2	54.57	54.56	54.56
Rubber products.....	109.9	111.7	103.4	66.34	67.16	65.42
Leather products.....	91.6	90.6	87.6	45.80	45.38	43.60
Boots and shoes (except rubber).....	94.9	93.4	91.5	43.85	43.42	41.52
Textile products (except clothing).....	88.2	88.2	83.4	53.39	53.22	52.13
Cotton yarn and broad woven goods.....	90.5	90.2	83.1	51.36	51.07	49.06
Woollen goods.....	73.9	74.2	70.9	51.11	51.15	50.03
Synthetic textiles and silk.....	88.8	89.6	86.4	58.81	59.04	58.36
Clothing (textile and fur).....	96.8	95.3	92.4	43.59	43.10	42.46
Men's clothing.....	101.0	99.4	95.7	42.35	42.16	41.05
Women's clothing.....	98.0	96.5	96.7	44.77	44.28	43.50
Knit goods.....	84.4	83.7	79.1	43.93	43.68	43.05
Wood products.....	105.2	103.0	99.9	57.22	57.02	56.04
Saw and planing mills.....	106.1	103.5	102.1	59.35	59.20	58.06
Furniture.....	109.5	107.9	102.8	54.74	54.41	53.60
Other wood products.....	93.2	91.8	84.6	51.58	51.48	50.39
Paper products.....	118.0	117.3	111.6	76.92	76.77	73.57
Pulp and paper mills.....	119.8	119.4	114.5	82.85	82.72	78.89
Other paper products.....	113.5	112.3	104.5	61.60	61.30	59.34
Printing, publishing and allied industries.....	113.3	112.9	111.1	70.41	69.70	66.92
Iron and steel products.....	108.8	107.2	97.9	73.65	73.06	69.41
Agricultural implements.....	70.4	67.5	73.7	74.72	72.90	70.60
Fabricated and structural steel.....	140.6	133.4	122.1	76.41	75.15	75.32
Hardware and tools.....	108.0	107.7	98.3	68.99	67.66	65.02
Heating and cooking appliances.....	104.6	100.8	94.8	63.71	64.38	60.62
Iron castings.....	106.0	105.7	89.6	72.25	71.74	68.63
Machinery mfg.....	114.0	113.1	105.5	72.27	71.96	68.07
Primary iron and steel.....	116.4	114.5	97.3	81.03	80.36	74.15
Sheet metal products.....	107.8	105.5	97.9	70.01	69.39	66.69
Transportation equipment.....	141.1	129.5	133.8	72.17	71.71	71.71
Aircraft and parts.....	346.6	344.9	335.0	77.35	77.83	75.23
Motor vehicles.....	143.5	112.3	127.2	77.51	76.41	79.65
Motor vehicle parts and accessories.....	117.6	93.0	120.2	69.36	71.31	71.80
Railroad and rolling stock equipment.....	88.9	90.4	81.2	65.60	64.43	64.40
Shipbuilding and repairing.....	146.6	144.2	140.4	67.18	66.81	63.89
Non-ferrous metal products.....	126.1	125.3	120.2	73.96	73.82	71.55
Aluminum products.....	127.9	127.7	121.5	69.11	68.26	67.31
Brass and copper products.....	113.8	111.9	102.7	71.42	70.71	68.09
Smelting and refining.....	146.0	145.0	140.1	79.99	80.13	77.80
Electrical apparatus and supplies.....	144.5	143.0	132.6	70.39	70.50	67.20
Non-metallic mineral products.....	125.7	124.8	110.1	68.33	68.40	66.15
Clay products.....	107.0	106.8	91.8	65.16	66.46	64.56
Glass and glass products.....	129.1	128.1	121.8	66.86	67.30	63.46
Products of petroleum and coal.....	126.6	126.5	120.3	94.01	89.52	86.69
Chemical products.....	123.9	124.0	119.9	72.34	71.81	68.74
Medicinal and pharmaceutical preparations.....	114.6	113.3	108.2	67.40	67.15	64.01
Acids, alkalis and salts.....	127.3	128.3	123.7	80.10	79.61	77.12
Miscellaneous manufacturing industries.....	104.0	103.6	100.3	56.36	56.12	54.75
Construction	101.9	102.9	87.0	67.24	66.29	63.16
Building and structures.....	111.2	113.0	93.1	72.69	71.22	67.00
Building.....	116.4	119.1	94.4	72.33	70.89	65.79
Engineering work.....	88.8	86.9	87.3	74.74	73.19	72.79
Highways, bridges and streets.....	87.1	86.7	77.3	56.02	55.94	55.80
Service	115.9	115.2	108.0	42.43	42.02	40.11
Hotels and restaurants.....	109.6	108.8	102.5	36.22	35.75	34.86
Laundries and dry cleaning plants.....	103.5	103.2	99.8	38.24	38.36	37.04
Other service.....	153.7	152.6	139.5	60.86	60.15	56.94
Industrial composite	113.1	112.3	105.6	63.15	62.43	60.86

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1956	Feb. 1, 1956	Mar. 1, 1955	Mar. 1, 1956	Feb. 1, 1956	Mar. 1, 1955
Newfoundland.....	43.2	41.1	42.3	134.9	137.6	134.8
Nova Scotia.....	41.3	41.3	41.4	131.9	132.8	125.2
New Brunswick.....	42.3	42.3	42.5	133.0	133.1	126.7
Quebec.....	42.8	42.7	42.4	132.3	132.1	128.4
Ontario.....	40.9	40.8	40.8	157.3	155.4	151.5
Manitoba.....	40.6	40.7	40.2	139.0	139.1	136.1
Saskatchewan.....	39.7	39.8	40.2	155.8	151.9	148.1
Alberta ⁽¹⁾	39.8	40.1	40.0	154.3	153.5	150.0
British Columbia ⁽²⁾	38.3	38.2	38.7	177.9	177.4	172.0

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	44-1	43-8	43-3	166-4	166-2	160-6	73.38	72.80	69.54
Metal mining.....	44-5	44-0	44-6	170-8	170-5	164-3	76.01	75.02	73.28
Gold.....	46-1	45-8	46-5	142-3	140-3	140-7	65.60	64.26	65.43
Other metal.....	43-8	43-1	43-6	184-7	185-6	178-4	80.90	79.99	77.78
Fuels.....	43-5	43-1	41-2	160-4	160-6	155-0	69.77	69.22	63.86
Coal.....	41-9	41-8	39-4	150-0	151-3	146-3	62.85	63.24	57.64
Oil and natural gas.....	47-5	46-2	46-2	184-6	181-6	175-9	87.69	83.90	81.27
Non-metal.....	43-3	44-1	42-0	157-7	157-0	154-6	68.28	69.24	64.93
Manufacturing.....	41-3	41-2	41-2	148-5	147-3	143-5	61.33	60.69	59.12
Food and beverages.....	41-4	40-9	40-9	130-1	130-0	125-6	53.86	53.17	51.37
Meat products.....	39-5	40-0	39-8	155-2	155-5	153-8	61.30	62.15	61.97
Canned and preserved fruits and vegetables.....	39-7	40-7	39-8	121-2	118-3	113-0	48.12	48.40	44.97
Grain mill products.....	41-4	41-2	40-2	141-1	141-9	137-3	58.42	58.46	55.19
Bread and other bakery products.....	43-5	43-0	43-3	113-9	113-4	108-8	49.55	48.76	47.11
Distilled and malt liquors.....	40-4	39-8	39-4	168-0	167-1	160-9	67.87	66.51	63.39
Tobacco and tobacco products.....	40-0	40-7	40-0	125-9	124-4	125-7	50.36	50.63	50.28
Rubber products.....	41-1	41-8	42-5	149-4	151-9	147-5	61.40	63.49	62.69
Leather products.....	41-6	41-3	40-6	103-6	103-8	100-0	43.10	42.87	40.60
Boots and shoes (except rubber).....	41-4	40-9	40-1	99-7	99-8	96-1	41.28	40.82	38.54
Textile products (except clothing).....	43-2	43-3	43-1	113-3	112-9	111-6	48.95	48.89	48.10
Cotton yarn and broad woven goods.....	42-2	42-1	41-1	113-6	113-4	112-6	47.94	47.74	46.28
Woolen goods.....	43-8	43-8	43-7	106-2	106-4	104-3	46.52	46.60	45.58
Synthetic textiles and silk.....	45-2	45-6	46-0	118-7	118-3	116-7	53.65	53.94	53.68
Clothing (textile and fur).....	39-7	39-4	38-8	99-3	98-6	98-7	39.42	38.85	38.30
Men's clothing.....	39-2	39-0	38-3	98-3	97-5	97-7	38.53	38.03	37.42
Women's clothing.....	38-2	37-7	37-6	105-1	105-1	104-0	40.15	39.62	39.10
Knit goods.....	41-2	41-1	39-9	97-9	97-7	97-4	40.33	40.15	38.86
*Wood products.....	41-9	41-5	42-0	131-3	131-0	127-9	55.01	54.37	53.72
Saw and planing mills.....	40-8	40-3	41-1	141-1	141-1	137-0	57.57	56.86	56.81
Furniture.....	43-5	43-2	43-2	119-5	118-8	116-0	51.98	51.32	50.11
Other wood products.....	43-6	43-6	43-8	110-7	109-8	107-2	48.27	47.87	46.95
Paper products.....	42-3	42-2	42-3	171-6	171-2	163-6	72.59	72.25	69.20
Pulp and paper mills.....	42-6	42-5	42-6	183-5	183-5	174-6	78.17	77.99	74.38
Other paper products.....	41-3	41-1	41-4	135-9	134-5	129-7	56.13	55.28	53.70
Printing, publishing and allied industries.....	40-0	39-6	39-8	178-4	177-4	170-3	71.36	70.25	67.78
*Iron and steel products.....	41-9	41-7	41-1	169-7	168-5	162-1	71.10	70.26	66.25
Agricultural implements.....	40-8	39-9	40-3	178-1	175-3	170-5	72.66	69.94	68.71
Fabricated and structural steel.....	42-2	41-9	41-3	168-7	165-9	167-5	71.19	69.51	69.18
Hardware and tools.....	42-1	41-9	41-5	155-0	152-5	146-7	65.26	63.90	60.88
Heating and cooking appliances.....	42-5	42-6	40-9	142-1	142-9	140-3	60.39	60.88	57.38
Iron castings.....	42-8	42-1	42-1	166-7	167-0	158-4	71.35	70.31	66.69
Machinery manufacturing.....	43-0	43-0	41-7	161-9	160-9	155-0	69.62	69.19	64.64
Primary iron and steel.....	41-1	41-0	40-2	190-0	188-7	176-3	78.09	77.37	70.87
Sheet metal products.....	40-9	41-0	40-7	161-4	160-1	154-3	66.01	65.64	62.80
*Transportation equipment.....	40-4	40-3	41-1	169-7	167-1	166-1	68.56	67.34	68.27
Aircraft and parts.....	41-5	41-9	41-1	173-6	173-5	171-7	72.04	72.70	70.57
Motor vehicles.....	40-4	39-3	42-2	182-9	179-0	177-6	73.89	70.35	74.95
Motor vehicle parts and accessories.....	38-0	40-1	41-2	171-1	164-4	167-4	65.02	65.92	68.97
Railroad and rolling stock equipment.....	39-9	39-1	39-7	161-4	161-4	160-3	64.40	63.11	63.64
Shipbuilding and repairing.....	41-3	41-0	41-6	159-7	160-0	152-1	65.96	65.60	63.27
*Non-ferrous metal products.....	41-0	40-9	41-4	169-5	169-1	163-4	69.50	69.16	67.65
Aluminum products.....	40-8	40-4	40-8	147-8	145-5	146-9	60.30	58.78	59.94
Brass and copper products.....	42-5	42-5	41-6	157-9	157-7	153-5	67.11	67.02	63.86
Smelting and refining.....	40-6	40-6	41-6	184-8	184-7	176-8	75.03	74.99	73.55
*Electrical apparatus and supplies.....	40-9	41-5	40-4	154-1	153-2	149-6	63.03	63.58	60.44
Heavy electrical machinery and equipment.....	41-1	40-5	40-1	169-3	167-4	164-4	69.58	67.80	65.92
*Non-metallic mineral products.....	43-1	43-3	43-2	150-2	149-8	146-5	64.74	64.86	63.29
Clay products.....	44-1	44-0	44-7	139-9	139-5	137-4	61.70	61.38	61.42
Glass and glass products.....	42-9	43-6	42-3	148-6	149-3	145-3	63.75	65.09	61.46
Products of petroleum and coal.....	40-6	40-2	40-4	203-4	196-2	189-2	82.58	78.87	76.68
Chemical products.....	41-2	40-8	41-3	155-5	155-0	148-4	64.07	63.24	61.29
Medicinal and pharmaceutical preparations.....	41-8	41-6	41-2	128-1	127-5	123-5	53.55	53.04	50.88
Acids, alkalis and salts.....	41-7	41-7	42-2	177-0	176-7	170-4	73.81	73.68	71.91
Miscellaneous manufacturing industries.....	41-3	40-9	41-6	121-1	120-5	117-7	50.01	49.28	48.96
*Durable goods.....	41-3	41-3	41-3	160-5	159-0	155-0	66.29	65.67	64.02
Non-durable goods.....	41-3	41-1	41-0	135-2	134-9	131-2	55.84	55.44	53.79
Construction.....	40-8	40-2	40-0	163-2	161-9	153-5	66.59	65.08	61.40
Buildings and structures.....	40-8	40-3	39-6	174-3	172-3	163-5	71.11	69.44	64.75
Highways, bridges and streets.....	41-0	40-0	40-7	132-9	132-6	129-8	54.49	53.04	52.83
Electric and motor transportation.....	44-6	44-2	45-0	149-1	148-4	142-2	66.50	65.59	63.99
Service.....	40-5	40-2	40-3	88-5	87-8	85-0	35.84	35.30	34.26
Hotels and restaurants.....	40-9	40-4	40-7	88-8	87-9	85-0	36.32	35.51	34.60
Laundries and dry cleaning plants.....	40-3	40-6	40-3	83-3	83-0	80-6	33.57	33.70	32.48

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956 ⁽¹⁾	41.1	147.3	60.54	145.1	116.4	124.7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1950.....	18 635	15 386	34 021	310 044	77 797	387 841
May 1, 1951.....	36 940	15 513	52 453	163 310	54 201	217 511
May 1, 1952.....	25 778	16 332	42 110	241 885	68 351	310 236
May 1, 1953.....	24 982	19 142	44 124	241 990	57 397	299 387
May 1, 1954.....	14 942	15 335	30 277	378 873	86 818	465 691
May 1, 1955.....	15 508	14 655	30 163	394 621	98 601	493 222
June 1, 1955.....	21 675	18 451	40 126	205 630	76 273	281 903
July 1, 1955.....	18 741	17 392	36 133	152 711	77 865	230 576
August 1, 1955.....	18 363	16 665	35 028	132 710	72 674	205 384
September 1, 1955.....	26 320	19 536	45 856	121 945	63 738	185 683
October 1, 1955.....	28 794	18 225	47 019	117 723	63 545	181 268
November 1, 1955.....	24 268	14 665	38 933	136 620	69 715	206 335
December 1, 1955.....	26 895	14 969	41 864	194 478	73 852	268 330
January 1, 1956.....	17 986	12 111	30 097	312 066	84 815	396 881
February 1, 1956.....	18 180	12 992	31 172	396 642	107 850	504 492
March 1, 1956.....	20 559	14 299	34 858	418 909	107 927	526 836
April 1, 1956 ⁽¹⁾	23 010	15 668	38 678	428 221	104 745	532 966
May 1, 1956 ⁽¹⁾	35 698	19 913	55 611	313 760	89 239	402 999

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 29, 1956 ⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				February 29, 1956	March 31, 1955
Agriculture, Fishing, Trapping	1,240	172	1,412	+ 682	+ 202
Forestry	1,940	8	1,948	- 2,148	+ 1,640
Mining, Quarrying and Oil Wells	1,023	72	1,095	+ 160	+ 533
Metal Mining.....	808	22	830	+ 311	+ 473
Fuels.....	104	16	120	- 110	+ 19
Non-Metal Mining.....	72	4	76	- 17	+ 41
Quarrying, Clay and Sand Pits.....	14	1	15	+ 9	+ 5
Prospecting.....	25	29	54	- 33	- 5
Manufacturing	5,872	2,932	8,804	+ 864	+ 3,924
Foods and Beverages.....	312	231	543	+ 155	+ 261
Tobacco and Tobacco Products.....	26	10	36	+ 7	+ 15
Rubber Products.....	67	37	104	+ 20	+ 55
Leather Products.....	90	191	281	- 23	+ 147
Textile Products (except clothing).....	127	201	328	+ 8	+ 163
Clothing (textile and fur).....	173	1,190	1,363	+ 243	+ 362
Wood Products.....	456	84	540	+ 143	+ 297
Paper Products.....	311	94	405	+ 90	+ 210
Printing, Publishing and Allied Industries.....	178	133	311	- 0	+ 100
Iron and Steel Products.....	1,178	225	1,403	+ 189	+ 889
Transportation Equipment.....	1,314	95	1,409	+ 270	+ 411
Non-Ferrous Metal Products.....	415	63	478	+ 148	+ 280
Electrical Apparatus and Supplies.....	670	116	786	+ 101	+ 368
Non-Metallic Mineral Products.....	160	27	187	+ 66	+ 96
Products of Petroleum and Coal.....	49	21	70	+ 29	+ 17
Chemical Products.....	247	102	349	+ 20	+ 150
Miscellaneous Manufacturing Industries.....	99	112	211	- 116	+ 103
Construction	2,007	111	2,118	+ 675	+ 930
General Contractors.....	1,532	68	1,600	+ 526	+ 720
Special Trade Contractors.....	475	43	518	+ 149	+ 210
Transportation, Storage and Communication	1,505	402	1,907	+ 735	+ 1,119
Transportation.....	1,368	164	1,532	+ 797	+ 997
Storage.....	25	37	62	+ 11	+ 15
Communication.....	112	201	313	- 73	+ 107
Public Utility Operation	201	198	399	+ 149	+ 331
Trade	2,714	2,607	5,321	+ 919	+ 1,612
Wholesale.....	1,024	750	1,774	+ 355	+ 690
Retail.....	1,690	1,857	3,547	+ 564	+ 922
Finance, Insurance and Real Estate	746	1,050	1,796	+ 133	+ 466
Service	5,856	8,211	14,067	+ 1,184	+ 5,981
Community or Public Service.....	269	1,357	1,626	+ 325	+ 529
Government Service.....	3,934	435	4,369	- 195	+ 3,157
Recreation Service.....	101	186	287	+ 110	+ 67
Business Service.....	822	396	1,218	- 24	+ 570
Personal Service.....	730	5,837	6,567	+ 968	+ 1,658
GRAND TOTAL	23,104	15,763	38,867	+ 3,353	+ 16,738

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT MARCH 29, 1956 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	5,822	801	6,623	4,846	1,345	6,191
Clerical workers.....	2,048	5,075	7,123	12,107	24,300	36,407
Sales workers.....	1,598	975	2,573	6,085	14,684	20,769
Personal and domestic service workers...	877	6,556	7,433	38,317	21,678	59,995
Seamen.....	20	.....	20	4,163	31	4,194
Agriculture and fishing.....	1,207	41	1,248	4,452	607	5,059
Skilled and semiskilled workers.....	7,780	1,638	9,418	205,268	19,005	224,273
Food and kindred products (inc. tobacco).....	54	20	74	2,170	848	3,018
Textiles, clothing, etc.....	105	1,169	1,274	3,401	10,810	14,211
Lumber and wood products.....	1,800	.....	1,800	40,304	189	40,493
Pulp, paper (inc. printing).....	42	15	57	1,094	531	1,625
Leather and leather products.....	39	118	157	1,279	893	2,172
Stone, clay and glass products.....	23	2	25	681	44	725
Metalworking.....	1,188	17	1,205	11,611	1,103	12,714
Electrical.....	234	19	253	2,065	1,055	3,120
Transportation equipment.....	33	.....	33	545	51	596
Mining.....	401	.....	401	1,752	.....	1,752
Construction.....	1,086	.....	1,086	64,816	36	64,852
Transportation (except seamen).....	738	18	756	37,244	109	37,353
Communications and public utility.....	92	.....	92	928	1	929
Trade and service.....	284	205	489	4,038	1,825	5,863
Other skilled and semiskilled.....	1,468	47	1,515	21,617	1,145	22,762
Foremen.....	68	7	75	5,275	349	5,624
Apprentices.....	125	1	126	6,448	16	6,464
Unskilled workers.....	3,658	582	4,240	152,983	23,095	176,078
Food and tobacco.....	97	76	173	6,681	7,222	13,903
Lumber and lumber products.....	323	4	327	24,016	422	24,438
Metalworking.....	344	34	378	4,707	574	5,281
Construction.....	772	.....	772	81,496	1	81,497
Other unskilled workers.....	2,122	468	2,590	36,083	14,876	50,959
GRAND TOTAL.....	23,010	15,668	38,678	428,221	104,745	532,966

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾ Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 29, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	March 29, 1956	March 1, 1956	March 31, 1955	March 29, 1956	March 1, 1956	March 31, 1955
Newfoundland	333	294	242	23,344	20,927	19,922
Corner Brook	9	17	20	4,926	4,228	3,827
Grand Falls	3	1	2	2,126	1,823	1,794
St. John's	321	276	220	15,292	14,876	14,301
Prince Edward Island	134	98	144	4,302	4,352	4,244
Charlottetown	95	70	118	2,718	2,769	2,629
Summerside	39	28	26	1,584	1,583	1,615
Nova Scotia	1,339	892	1,410	25,621	23,840	26,207
Amherst	27	33	17	1,101	986	1,131
Bridgewater	27	25	42	1,796	1,491	1,334
Halifax	1,087	579	1,059	4,512	4,211	4,927
Inverness				1,112	1,088	1,066
Kentville	36	49	166	3,203	2,815	3,134
Liverpool	7	18	13	596	490	427
New Glasgow	30	30	39	3,572	3,539	4,142
Springhill	1	1	1	872	556	626
Sydney	49	67	29	4,698	4,768	5,575
Truro	65	80	35	1,907	1,480	1,380
Yarmouth	10	10	9	2,252	2,416	2,465
New Brunswick	857	702	864	31,902	29,766	31,949
Bathurst	19	30	113	5,786	5,521	5,299
Campbellton	29	25	27	2,679	2,508	3,149
Edmundston	23	14	6	3,000	2,359	2,890
Fredericton	129	128	258	2,038	1,744	2,243
Minto	31	28	6	697	620	728
Moncton	355	294	243	8,018	8,262	8,019
Newcastle	12	18	14	3,038	2,903	3,090
Saint John	224	148	171	2,793	2,594	2,742
St. Stephen	7	3	8	1,321	1,089	1,511
Sussex	16	8	12	827	702	620
Woodstock	12	6	6	1,707	1,455	1,653
Quebec	9,419	10,153	4,719	192,971	179,827	217,369
Asbestos	62	63	16	676	632	889
Beauharnois	25	24	23	847	922	1,162
Buckingham	13	8	1	1,425	1,063	1,514
Causapscal	58	94	6	3,708	2,742	3,657
Chandler	6	11		2,509	2,363	2,670
Chateaufort	89	157	97	2,841	2,445	2,856
Dolbeau	10	63	3	2,608	1,835	2,532
Dorval	90	75	34	2,343	2,325	2,485
Farnham	40	45	57	1,241	1,148	1,233
Forestville	60	305		2,267	1,510	1,928
Gaspé	5	3		2,095	2,117	1,969
Granby	27	35	28	2,074	2,285	2,151
Hull	126	141	38	4,091	3,839	4,260
Joliette	107	51	77	4,161	3,972	4,001
Jonquière	29	48	86	3,212	2,933	2,772
Lachute	39	18	4	785	723	912
La Malbaie	110	113	3	3,117	2,945	2,861
La Tuque	471	1,267	34	1,055	862	1,008
Lévis	95	98	51	4,879	4,598	6,103
Louisville	53	42	51	1,458	1,167	1,829
Magog	2	4		675	678	
Maniwaki	30	30	4	1,104	608	1,932
Matane	7	96	5	4,857	3,947	4,682
Mégantic	62	2	7	1,540	1,239	1,587
Mont-Laurier	5	4	9	1,639	1,141	1,875
Montmagny	33	23	17	2,418	1,923	2,514
Montreal	4,259	4,086	2,545	51,163	53,426	64,874
New Richmond	6	2	19	2,450	2,322	2,460
Port Alfred	416	31	7	1,796	1,338	1,589
Quebec	530	583	418	16,514	15,912	17,225
Rimouski	95	33	30	5,293	4,603	5,606
Rivière du Loup	41	26	25	7,067	5,772	7,451
Roberval	18	66	3	1,500	1,044	1,587
Rouyn	284	309	111	2,547	1,718	4,080
Ste. Agathe	18	94	14	1,447	1,293	1,514
Ste. Anne de Bellevue	87	43	32	1,377	1,539	1,516
Ste. Thérèse	39	48	42	1,730	1,878	1,911
St. Georges Est	82	84	34	3,910	3,080	3,871
St. Hyacinthe	87	76	42	2,139	2,291	2,365
St. Jean	77	76	35	1,892	1,842	2,043
St. Jérôme	36	27	20	1,786	1,814	2,134
St. Joseph d'Alma	19	16	30	3,012	2,724	2,859
Sept Iles	37	36	25	1,835	1,621	1,597
Shawinigan Falls	61	41	66	5,251	4,406	5,566
Sherbrooke	196	169	121	4,192	3,917	5,659
Sorel	33	38	28	2,200	2,226	3,314
Thetford Mines	52	46	58	2,190	2,019	2,072
Trois-Rivières	775	778	185	5,562	5,543	6,924

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 29, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Live Applications		
	(1) March 29, 1956	Previous Month March 1, 1956	Previous Year March 31, 1955	(1) March 29, 1956	Previous Month March 1, 1956	Previous Year March 31, 1955
Quebec—Con.						
Val d'Or.....	334	463	88	2,039	1,364	2,543
Valleyfield.....	54	35	28	2,102	2,110	2,277
Victoriaville.....	124	101	48	2,352	2,243	2,321
Ontario.....	16,565	14,919	8,261	137,032	145,166	181,789
Arnprior.....	15	70	10	442	474	494
Barrie.....	95	84	91	1,556	1,631	1,689
Belleville.....	11	12	31	1,745	1,876	1,922
Bracebridge.....	80	18	180	1,417	1,307	1,662
Brampton.....	91	63	58	622	628	780
Brantford.....	141	127	45	1,545	1,769	2,847
Brockville.....	55	44	15	464	498	662
Carleton Place.....		1		325	342	417
Chatham.....	67	65	67	2,348	2,052	2,757
Cobourg.....	13	16	8	604	770	716
Collingwood.....	20	22	16	834	959	943
Cornwall.....	102	105	59	2,596	2,693	3,084
Fort Erie.....	47	40	5	582	613	709
Fort Frances.....	11	13	12	651	523	790
Fort William.....	200	188	149	2,556	2,188	3,400
Galt.....	126	117	49	740	729	1,249
Gananoque.....	5	5	10	284	296	360
Goderich.....	19	19	68	661	694	658
Guelph.....	165	158	58	1,176	1,295	1,772
Hamilton.....	851	749	549	8,886	9,563	12,676
Hawkesbury.....	21	16	10	1,127	1,177	1,243
Ingersoll.....	29	33	17	674	527	634
Kapuskasing.....	80	130	23	1,410	626	1,538
Kenora.....	32	27	21	638	585	1,133
Kingston.....	151	136	110	1,604	1,566	1,475
Kirkland Lake.....	126	97	19	1,031	965	1,463
Kitchener.....	130	106	51	2,353	2,681	2,884
Leamington.....	50	30	4	693	874	815
Lindsay.....	74	76	268	959	965	1,117
Listowel.....	55	31	21	433	469	539
London.....	892	704	451	3,308	3,864	4,528
Midland.....	6	13	15	1,173	1,399	1,469
Napanee.....	5	5	4	778	768	875
New Toronto.....	227	152	103	2,361	2,613	3,157
Niagara Falls.....	75	68	55	1,713	2,068	2,891
North Bay.....	46	61	48	1,720	1,349	2,281
Oakville.....	205	129	109	378	422	621
Orillia.....	64	37	26	833	945	1,055
Oshawa.....	361	129	71	3,366	5,406	3,247
Ottawa.....	3,756	3,602	898	5,503	5,854	5,885
Owen Sound.....	57	27	38	1,890	2,110	2,359
Parry Sound.....	2	5	16	490	498	648
Pembroke.....	316	203	106	1,763	1,634	2,173
Perth.....	30	15	34	662	617	737
Peterborough.....	162	166	43	2,756	2,861	3,582
Pictou.....	5		3	627	678	624
Port Arthur.....	477	186	125	4,389	3,321	5,900
Port Colborne.....	14	7	10	640	704	984
Prescott.....	22	18	10	1,011	999	1,034
Renfrew.....	15	21	14	528	554	871
St. Catharines.....	144	120	86	2,897	3,741	3,777
St. Thomas.....	65	55	34	905	937	1,160
Sarnia.....	80	76	59	1,632	2,100	2,825
Sault Ste. Marie.....	388	354	92	1,462	1,474	3,038
Simcoe.....	38	23	25	1,194	1,119	1,139
Sioux Lookout.....	23	46	6	283	210	352
Smiths Falls.....	10	9	15	618	647	466
Stratford.....	66	44	30	615	733	1,035
Sturgeon Falls.....	5	6		1,224	999	1,675
Sudbury.....	320	274	354	3,600	3,351	5,082
Timmins.....	127	194	31	2,047	1,633	4,046
Toronto.....	4,759	4,827	2,682	31,751	34,583	45,274
Trenton.....	102	50	30	956	988	1,098
Walkerton.....	41	35	45	710	742	784
Wallaceburg.....	17	10	7	542	705	652
Welland.....	51	64	15	1,360	1,711	2,498
Weston.....	404	239	326	1,701	1,935	1,785
Windsor.....	275	324	176	6,019	6,902	7,086
Woodstock.....	51	23	45	671	657	768
Manitoba.....	1,993	1,772	1,358	25,605	25,996	29,206
Brandon.....	160	160	165	2,275	2,255	2,539
Dauphin.....	26	13	12	1,449	1,478	1,534
Flin Flon.....	41	56	21	140	163	266
Portage la Prairie.....	49	29	48	1,219	1,233	1,296
The Pas.....	8	12	12	133	162	197
Winnipeg.....	1,653	1,502	1,100	20,389	20,705	23,374

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 29, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	March 29, 1956	March 1, 1956	March 31, 1955	March 29, 1956	March 1, 1956	March 31, 1955
Saskatchewan	1,271	894	950	19,341	20,211	20,944
Estevan.....	83	51	42	299	284	394
Moose Jaw.....	250	146	140	1,695	1,765	1,881
North Battleford.....	120	70	51	1,420	1,485	1,878
Prince Albert.....	44	39	25	2,223	2,206	2,532
Regina.....	319	259	291	4,894	5,352	5,035
Saskatoon.....	230	179	214	4,529	4,559	4,824
Swift Current.....	106	55	58	1,063	1,127	1,122
Weyburn.....	38	32	70	510	549	512
Yorkton.....	81	63	59	2,708	2,884	2,766
Alberta	2,920	2,457	2,121	26,014	25,978	32,559
Blairmore.....	34	20	7	465	514	542
Calgary.....	1,078	979	819	6,691	7,380	8,512
Drumheller.....	11	7	9	647	415	786
Edmonton.....	1,251	1,130	850	12,242	11,701	15,580
Edson.....	88	51	67	354	261	392
Lethbridge.....	261	130	205	2,931	3,047	3,569
Medicine Hat.....	114	84	92	1,315	1,444	1,554
Red Deer.....	83	56	55	1,369	1,216	1,559
British Columbia	3,847	2,677	2,045	47,834	50,773	55,855
Chilliwack.....	99	53	36	1,887	2,126	1,844
Courtenay.....	49	43	33	873	1,147	1,204
Cranbrook.....	11	5	11	1,101	871	1,120
Dawson Creek.....	43	29	31	551	457	530
Duncan.....	50	20	43	1,042	1,189	907
Kamloops.....	85	94	75	1,022	1,139	1,066
Kelowna.....	12	22	16	1,512	1,536	1,254
Kitimat.....	425	237	.....	257	234	.....
Mission City.....	61	12	71	1,384	1,487	1,447
Nanaimo.....	82	69	23	1,409	1,556	1,708
Nelson.....	25	26	17	1,159	1,135	1,493
New Westminster.....	203	106	138	5,303	6,292	6,856
Penticton.....	6	6	7	1,470	1,748	1,514
Port Alberni.....	158	15	19	615	723	425
Prince George.....	88	120	87	1,350	1,145	1,052
Prince Rupert.....	71	35	20	1,102	996	1,219
Princeton.....	3	2	2	392	392	395
Trail.....	13	14	18	1,053	988	1,108
Vancouver.....	1,843	1,410	1,102	19,148	19,904	25,894
Vernon.....	13	46	20	1,753	1,933	1,791
Victoria.....	381	286	200	2,925	3,264	3,466
Whitehorse.....	126	27	79	526	511	562
Canada	38,678	34,858	22,117	532,966	526,836	620,044
Males.....	23,010	20,559	10,611	428,221	418,909	505,572
Females.....	15,668	14,299	11,506	104,745	107,927	114,572

(1) Preliminary subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (3 months).....	139,721	84,187	55,534	11,574	35,361	49,203	26,058	17,525
1956 (3 months).....	182,030	121,722	60,308	14,625	42,504	67,083	34,551	23,267

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3 TO MARCH 29, 1956

(Source: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario						
	Placements			Placements			Placements			Placements			Placements			Placements						
	Va- can- cies Noti- fied	Reg- ular	Trans- fers Cas- ual out	Va- can- cies Noti- fied	Reg- ular	Trans- fers Cas- ual out	Va- can- cies Noti- fied	Reg- ular	Trans- fers Cas- ual out	Va- can- cies Noti- fied	Reg- ular	Trans- fers Cas- ual out	Va- can- cies Noti- fied	Reg- ular	Trans- fers Cas- ual out	Va- can- cies Noti- fied	Reg- ular	Trans- fers Cas- ual out				
Agriculture.....				43	14	1	22	18		21	15		180	79	1	43	1,897	916	223	111		
Forestry.....	12	2		9	1		403	168	2	14	457	185	45	5,602	2,182	7	1,165	2,459	1,685	16	194	
Fishing and Trapping.....							20	2		15			3			3		1				
Mining, Quarrying and Oil Wells.....	7	3					269	264		43	49	29	1	611	216	3	30	1,175	529	16	41	
Metal Mining.....	6	3								42	28	18	1	429	118	2	28	1,043	444	13	38	
Fuels.....							269	264		1	21	11	1	3	1			11	4	3		
Non-Metal Mining.....														131	71	1	1	63	34		1	
Quarrying, Clay and Sand Pits.....	1													11	8		1	40	31		1	
Prospecting.....														37	18			18	16		1	
Manufacturing.....	26	16		21	12	4	3	1,596	1,167	50	564	363	45	5	21,354	13,354	698	297	31,522	21,073	2,059	707
Foods and Beverages....	11	10		5	3		133	94	40		68	40	1	1	1,449	966	86	16	2,540	1,695	206	10
Tobacco and Tobacco Products.....																						
Rubber products.....	1			1			10	16			11	8		94	57			217	201		2	
Leather Products.....	1													1,238	861	7		719	541	18	9	
Textile Products (except clothing).....				2	1		7	9		13	13			1,512	1,133	13	11	1,298	940	54	14	
Clothing (textile and fur) Products.....							43	26		1	24	17		6,080	4,098	21	6	1,867	1,328	51	6	
Wood Products.....	7	4		5	2	2	86	55	5	1	188	154	4	1,292	871	47	6	1,505	988	144	35	
Paper Products.....	2						13	6	6		28	13	3	870	483	33	7	1,011	620	119	19	
Printing, Publishing and Allied Industries.....	1	1		5	3		41	21	7		19	15	1	1	950	510	60	6	1,172	671	183	25
Iron and Steel Products Transportation Equip- ment.....	1			1	1		511	416	40	35	32	19	2	2,235	1,481	81	23	6,550	4,290	430	136	
Non-Ferrous Metal Prod- ucts.....	2	1					506	413	23	11	33	10	11	1	1,271	722	8	25	5,071	3,541	152	349
Electrical Apparatus and Supplies.....							9	5			49	33	3		1,196	597	10	190	1,298	850	93	21
Non-Metallic Mineral Products.....							38	29			7	5		594	337	10	1	3,698	2,443	209	42	
Products of Petroleum and Coal.....							114	70	6	2	67	25	19	353	237	28		762	463	122	2	
Chemical Products.....				2	2		22	5			2		2	1,148	286	178	5	1,673	1,004	156	29	
Miscellaneous Manufac- turing Industries.....							3	2			4	3		728	517	7	1	1,610	1,193	98	3	

Construction	457	423	15	1	99	88	10	32	977	293	84	87	1,876	1,244	35	133	6,249	4,565	454	315	13,087	9,694	1,169	581
General Contractors.....	446	415	14	1	72	70	7	30	757	200	58	73	1,612	1,117	28	101	4,375	3,135	365	236	10,383	7,945	754	524
Special Trade Contractors.....	11	8	1	.....	27	18	3	2	220	93	26	14	264	127	9	32	1,874	1,370	119	79	2,704	1,749	415	57
Transportation, Storage and Communication	34	3	25	.....	436	56	332	.....	1,203	132	915	15	2,579	1,677	1,996	14	4,143	1,466	1,233	2	4,715	2,314	1,091	92
Transportation.....	33	3	25	.....	386	48	297	.....	1,108	101	890	15	2,533	1,592	1,995	13	3,316	1,004	1,217	2	3,822	1,907	908	85
Storage.....	1	.....	.....	.....	.....	.....	.....	.....	91	31	22	.....	32	12	1	1	119	91	5	.....	502	260	176	6
Communication.....	1	.....	.....	.....	50	8	35	.....	4	.....	.....	.....	32	12	1	1	708	71	11	.....	391	147	7	1
Public Utility Operation	1	1	.....	.....	3	2	.....	.....	175	49	106	.....	.....	5	.....	.....	165	85	8	2	839	205	30	1
Trade	104	50	24	.....	165	65	73	4	1,565	620	288	8	885	478	128	3	7,728	3,837	692	17	14,380	7,690	2,235	50
Wholesale.....	45	23	12	.....	39	12	24	1	546	187	158	3	349	177	74	1	2,670	1,267	272	6	5,229	2,500	1,080	23
Retail.....	59	27	12	.....	126	53	49	3	1,039	433	130	5	536	301	54	2	5,058	2,570	420	11	9,151	5,190	1,155	27
Finance, Insurance and Real Estate	11	5	1	.....	28	16	2	.....	277	96	33	.....	151	74	11	1	1,729	725	16	6	2,645	1,303	116	5
Service	557	201	41	.....	627	402	170	.....	2,371	903	760	16	1,959	682	591	16	17,277	7,479	3,882	62	27,913	10,722	6,088	118
Community or Public Service.....	18	4	8	.....	44	20	10	.....	232	91	67	.....	223	91	57	1	1,336	597	34	3	2,707	1,528	245	14
Government Service.....	462	171	1	.....	228	210	15	.....	534	279	62	13	381	216	129	13	2,420	1,360	371	11	7,022	2,230	316	48
Recreation Service.....	3	2	1	.....	1	2	.....	.....	32	12	3	.....	289	126	3	.....	289	126	29	.....	611	230	128	5
Business Service.....	3	1	2	.....	4	6	.....	.....	117	33	17	.....	62	37	5	1	993	423	43	5	2,046	905	194	21
Personal Service.....	71	23	29	.....	350	164	145	.....	1,456	488	611	2	1,270	331	397	1	12,229	4,973	3,405	43	15,527	5,829	5,205	30
Totals	1,209	704	106	1	1,431	656	591	40	8,898	3,712	2,315	233	8,561	3,242	2,807	218	65,041	33,628	6,834	1,942	100,632	56,132	13,043	1,900
Men.....	971	613	93	1	949	384	443	40	6,445	2,478	1,904	226	6,623	2,378	2,573	211	40,274	20,925	3,605	1,888	66,773	37,735	9,195	1,830
Women.....	238	91	13	.....	482	272	148	.....	2,453	1,234	411	7	1,938	864	234	7	24,767	12,703	3,229	54	33,859	18,397	3,848	70

(1) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3 TO MARCH 29, 1956
Source: U.I.C. (751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out
Agriculture	318	173	16	4	763	376	6	2	1,249	816	19	.....	494	274	33	4	4,987	2,681	298	165
Forestry	206	117	.....	1	37	21	2	28	1,315	1,064	1	20	1,528	1,161	11	21	12,028	6,586	39	1,488
Fishing and Trapping	1	1	.....	.....	5	.....	5	.....	4	2	2	.....	44	3	.....	.....	92	9	7	3
Mining, Quarrying and Oil Wells	236	166	4	11	92	51	5	3	1,355	714	34	68	806	400	12	19	4,600	2,372	75	216
Metal Mining.....	221	156	4	11	5	1	.....	2	241	55	2	14	630	260	11	18	2,603	1,055	32	154
Fuels.....	3	1	.....	.....	69	43	4	1	785	467	31	54	69	63	.....	1	1,230	854	39	57
Non-Metal Mining.....	.....	.....	.....	.....	.....	.....	.....	.....	4	4	2	.....	79	58	1	.....	77	167	2	2
Quarrying, Clay and Sand Pits.....	.....	.....	.....	.....	.....	.....	.....	.....	4	4	.....	.....	14	7	.....	.....	20	48	.....	2
Prospecting	12	9	.....	.....	18	7	1	.....	321	186	1	.....	14	12	.....	.....	420	248	.....	1
Manufacturing	2,644	1,501	335	3	578	321	59	9	2,871	1,494	269	78	7,787	5,169	398	539	68,963	44,470	3,904	1,691
Food and Beverages.....	283	145	61	.....	101	55	11	1	480	225	117	1	879	575	81	.....	6,003	3,808	603	29
Tobacco and Tobacco Products.....	.....	.....	.....	.....	6	2	.....	.....	5	4	.....	.....	2	1	.....	.....	319	263	1	.....
Rubber Products.....	7	35	12	.....	12	10	2	.....	6	9	.....	.....	2	2	.....	.....	647	403	43	.....
Leather Products.....	67	42	.....	.....	4	2	.....	.....	10	15	.....	.....	88	68	.....	.....	2,147	1,540	37	9
Textile Products (except clothing)	77	42	.....	.....	4	2	.....	.....	23	15	.....	.....	92	59	7	.....	3,028	2,214	77	26
Clothing (textile and fur).....	782	501	43	1	68	52	1	1	91	83	1	.....	272	185	6	1	9,227	6,207	123	15
Wood Products.....	218	106	17	.....	33	13	3	6	508	348	24	2	2,977	2,508	102	31	6,829	5,049	348	81
Paper Products.....	45	31	1	.....	7	7	.....	.....	42	17	9	1	411	189	11	2	2,423	1,366	182	29
Printing, Publishing and Allied Industries.....	129	80	22	1	45	27	4	.....	134	90	17	.....	249	101	64	.....	2,745	1,519	358	33
Iron and Steel Products.....	422	214	124	.....	88	49	17	.....	327	204	37	1	680	432	54	.....	10,866	7,126	783	201
Transportation Equipment.....	206	110	8	.....	123	55	6	1	507	249	26	6	584	404	12	35	8,742	5,505	246	431
Non-Ferrous Metal Products.....	38	20	10	.....	1	.....	.....	.....	1,123	382	.....	4	462	372	.....	4	3,742	1,907	190	770
Electrical Apparatus and Supplies	101	55	3	.....	6	3	.....	.....	28	10	2	.....	70	53	.....	.....	4,627	2,835	231	46
Non-Metallic Mineral Products.....	31	17	8	.....	7	6	.....	.....	103	146	1	1	96	58	18	.....	1,652	1,019	293	8
Products of Petroleum and Coal.....	46	22	6	.....	42	11	2	.....	67	23	.....	.....	87	23	21	.....	479	493	283	5
Chemical Products.....	96	59	8	1	23	13	6	.....	282	36	26	7	104	64	8	.....	3,589	1,477	383	43
Miscellaneous Manufacturing Industries.....	1	63	11	.....	15	8	2	.....	36	21	5	.....	83	48	10	1	2,575	1,855	133	5
Construction	1,550	1,455	64	65	619	428	116	5	2,026	1,326	282	29	5,154	3,385	237	651	32,194	22,841	2,496	1,899
General Contractors.....	1,230	1,099	39	65	469	327	94	4	1,432	901	178	29	4,607	3,032	174	640	25,393	18,301	1,708	1,703
Special Trade Contractors.....	420	356	25	.....	150	101	22	1	584	365	104	.....	547	353	63	11	6,801	4,540	787	196
Transportation, Storage and Communication	945	485	132	9	395	185	95	.....	1,246	588	135	4	1,994	766	383	9	17,690	5,862	6,317	145
Transportation.....	814	440	105	9	270	148	67	.....	888	441	69	4	1,029	634	289	9	14,799	4,878	5,862	137
Storage.....	62	20	25	.....	41	12	13	.....	143	53	60	.....	163	71	70	.....	1,048	510	362	6
Communication.....	69	25	2	.....	84	25	15	.....	215	94	6	.....	202	61	4	.....	1,843	474	103	2

Public Utility Operation.....														26	9	105	27	2	99	40	10	178	86	.....	5	1,632	520	165	8			
Trade.....														980	998	5	1,583	717	364	4	3,907	1,789	1,100	1	5,177	2,279	1,700	4	38,114	18,565	7,602	96	
Wholesale.....														432	457	2	512	246	136	1	1,661	668	631	.....	1,833	1,057	354	2	14,176	6,608	3,228	39
Retail.....														509	511	3	1,041	471	228	3	2,246	1,121	469	1	3,344	1,222	1,346	2	23,938	11,807	4,374	57	
Finance, Insurance and Real Estate.....														167	37	.....	248	142	8	.....	633	339	38	1	916	473	37	1	75,103	3,340	299	14
Service.....														1,394	1,548	24	3,660	1,395	814	21	8,007	3,041	1,394	55	8,888	4,425	1,626	47	7,419	30,644	16,914	359	
Community or Public Service.....														398	167	56	1	517	183	57	10	926	402	48	4	945	450	62	7	7,346	3,533	644	40
Government Service.....														555	397	13	7	872	376	41	3	1,642	853	19	37	1,847	1,195	99	15	16,963	7,257	1,066	147
Recreation Service.....														156	44	85	1	70	20	23	1,122	49	29	1,172	82	32	1,489	574	333	6
Business Service.....														170	72	8	1	157	69	8	665	311	35	13	1,126	469	233	12	5,343	2,326	545	55
Personal Service.....														2,881	714	1,386	14	2,044	747	685	7	4,652	1,426	1,263	1	4,798	2,229	1,200	13	46,278	16,924	14,326	111
Totals.....														13,307	6,459	3,143	122	8,085	3,663	1,476	72	22,712	11,213	3,284	256	32,966	18,421	4,417	1,300	262,842	137,830	38,116	6,084
Men.....														4,244	1,739	119	4,778	2,027	1,069	61	14,204	7,315	2,099	250	21,698	12,760	2,241	1,276	161,871	60,961	24,961	3,962	
Women.....														2,215	1,404	3	3,307	1,636	407	11	8,508	3,898	1,185	6	11,268	5,661	2,176	74	192,161	46,971	13,155	182	

¹ Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR AND SEASONAL BENEFIT, NUMBER OF WEEKS BENEFIT PAID AND AMOUNT PAID ON INITIAL AND RENEWAL CLAIMS, BY PROVINCE, MARCH 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	18.4	4,866	82,574	(694)	1,675,262
Prince Edward Island.....	4.0	810	18,065	(396)	310,403
Nova Scotia.....	20.9	6,075	94,258	(4,744)	1,698,951
New Brunswick.....	27.0	7,968	111,989	(4,575)	2,065,611
Quebec.....	161.3	60,496	713,129	(55,359)	13,857,862
Ontario.....	119.7	43,179	530,837	(44,649)	9,938,402
Manitoba.....	22.6	5,998	101,843	(6,695)	1,884,439
Saskatchewan.....	18.1	3,955	83,063	(3,547)	1,579,533
Alberta.....	21.7	7,056	97,032	(4,696)	1,859,423
British Columbia.....	37.8	14,055	175,270	(13,388)	3,297,466
Total, Canada, March 1956.....	451.5	154,458	2,008,060	(138,743)	38,167,352
Total, Canada, February 1956.....	416.1	173,759	1,733,650	(106,991)	32,188,102
Total, Canada, March 1955.....	512.5	222,627	14,449,841	(143,717)‡	45,437,011

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Days.

TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS* HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, MARCH 1956

Province and Sex	Duration on the Register (weeks)									March 31, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
Canada.....	511,073†	69,493	36,711	48,376	84,563	96,177	95,817	35,013	44,923	605,180
Male.....	415,144	57,642	31,006	40,344	69,651	78,023	81,163	27,977	29,338	498,861
Female.....	95,929	11,851	5,705	8,032	14,912	18,154	14,654	7,036	15,585	106,319
Newfoundland.....	21,696	2,854	1,092	1,381	3,495	5,469	4,891	1,385	1,129	19,457
Male.....	21,101	2,773	1,060	1,334	3,393	5,318	4,807	1,344	1,072	18,908
Female.....	595	81	32	47	102	151	84	41	57	549
Prince Edward Island....	3,939	276	118	216	507	1,121	1,153	280	268	3,712
Male.....	3,354	241	106	188	418	951	1,017	237	196	3,217
Female.....	585	35	12	28	89	170	136	43	72	495
Nova Scotia.....	26,168	3,746	1,670	2,352	4,155	5,913	4,661	1,532	2,139	27,520
Male.....	23,102	3,392	1,504	2,120	3,627	5,262	4,217	1,314	1,666	24,443
Female.....	3,066	354	166	232	528	651	444	218	473	3,077
New Brunswick.....	31,108	3,450	2,738	2,836	5,271	7,305	6,007	1,779	1,722	30,631
Male.....	27,158	3,058	2,441	2,559	4,727	6,480	5,277	1,442	1,174	26,878
Female.....	3,950	392	297	277	544	825	730	337	548	3,753
Quebec.....	189,777	26,667	16,344	21,043	34,984	32,359	34,028	10,223	4,129	214,099
Male.....	160,634	22,753	14,570	18,439	30,805	27,463	29,465	8,259	8,880	180,489
Female.....	29,143	3,914	1,774	2,604	4,179	4,896	4,563	1,964	5,249	33,610
Ontario.....	127,757	18,850	8,338	11,962	20,162	23,868	22,725	7,974	13,878	177,462
Male.....	94,534	14,241	6,180	9,017	14,863	17,703	18,131	5,724	8,675	138,333
Female.....	33,223	4,609	2,158	2,945	5,299	6,165	4,594	2,250	5,203	39,129
Manitoba.....	24,375	2,264	1,144	1,806	3,451	4,783	5,149	2,543	3,235	28,014
Male.....	18,095	1,712	899	1,355	2,434	3,406	4,102	2,059	2,128	21,520
Female.....	6,280	552	245	451	1,017	1,377	1,047	484	1,107	6,494
Saskatchewan.....	18,137	1,097	951	1,007	2,414	3,709	4,479	2,638	1,842	20,101
Male.....	14,845	883	787	793	1,919	2,889	3,951	2,327	1,296	17,083
Female.....	3,292	214	164	214	495	820	528	311	546	3,018
Alberta.....	25,105	4,577	1,515	2,018	3,725	4,114	4,426	2,754	1,976	33,321
Male.....	20,803	3,987	1,302	1,701	2,989	3,238	3,874	2,375	1,337	28,959
Female.....	4,302	590	213	317	736	876	552	379	639	4,362
British Columbia.....	43,011	5,712	2,801	3,755	6,399	7,536	8,298	3,905	4,605	50,863
Male.....	31,518	4,602	2,157	2,838	4,476	5,313	6,322	2,896	2,914	39,031
Female.....	11,493	1,110	644	917	1,923	2,223	1,976	1,009	1,691	11,832

* Disability cases included in totals: March 29, 1956; 4,823 (3,242 males and 1,581 females); March 31, 1955: 4,897, (3,676 males and 1,221 females).

† This total is comparable to former totals of ordinary, short-time, temporary lay-off and supplementary benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
MARCH 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (Regular Benefit only) and Claims Pending at End of Month			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,714	3,912	802	4,644	2,393	2,251	2,605
Prince Edward Island.....	621	532	89	701	355	346	244
Nova Scotia.....	7,777	5,254	2,523	7,199	4,639	2,560	3,058
New Brunswick.....	8,944	6,786	2,158	8,821	5,046	3,775	3,190
Quebec.....	65,217	49,049	16,168	66,371	41,605	24,766	24,953
Ontario.....	49,430	32,049	17,381	55,180	38,083	17,097	11,051
Manitoba.....	6,463	4,798	1,665	6,468	4,053	2,415	1,347
Saskatchewan.....	4,023	3,244	779	4,035	2,389	1,646	1,143
Alberta.....	9,342	6,541	2,801	8,499	5,764	2,735	3,577
British Columbia.....	14,156	9,543	4,613	14,816	9,733	5,083	4,240
Total, Canada, March 1956.....	170,687	121,708	48,979	176,734	114,060	62,674	55,408
Total, Canada, February 1956.....	185,016	134,849	50,167	201,048	122,150	78,898	61,455
Total, Canada, March 1955.....	243,544	181,361	62,183	252,705	156,417	96,288	51,620

* In addition, revised claims received numbered 61,211.

† Includes initial claims considered for seasonal benefit.

‡ In addition, 108,425 revised claims were disposed of. Of these, 57,995 were special requests not granted and 1,350 were appeals by claimants. There were 17,815 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—February.....	3,452,000	2,865,200	586,800†
March.....	3,476,000	2,856,300	619,700†
April.....	3,469,000	2,863,800	605,200†
May.....	3,280,000	2,906,100	353,900
June.....	3,253,000	3,012,300	240,700
July.....	3,298,000	3,111,700	186,300
August.....	3,309,000	3,141,300	167,700
September.....	3,345,000	3,192,200	152,800
October.....	3,343,000	3,197,600	145,400
November.....	3,359,000	3,195,900	163,100
December.....	3,407,000	3,187,200	219,800
1956—January.....	3,505,000	3,116,900	388,100
February.....	3,532,000	3,055,100	476,900

* Claimants having an unemployment register in the live file on last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes supplementary benefit claimants.

TABLE E-5.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1956

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS				Balance in Fund
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government				Ordinary	Seasonal (Formerly Supplementary)	Total	
		\$							
	\$	\$	\$	\$	\$	\$	\$	\$	
TO 1950.....	644,786,331 88	128,886,931 60	41,539 99	61,999,796 65	835,704,600 12	252,319,395 71	738,233 89	253,057,627 60	582,646,972 52
1951.....	128,744,248 84	25,796,703 41	34,656 50	15,630,847 06	170,206,455 81	83,082,101 75	5,190,949 79	88,273,051 54	664,580,376 79
1952.....	153,887,888 49	30,805,704 77	33,344 00	19,046,503 98	203,773,411 24	83,955,677 68	7,508,266 57	90,154,436 60	778,199,351 43
1953.....	155,184,595 03	31,036,836 18	36,085 94	22,950,737 44	209,208,254 59	128,814,174 79	7,008,266 57	135,822,441 36	851,585,164 66
1954.....	158,673,276 19	31,735,867 91	36,833 77	26,094,504 24	216,540,482 11	174,619,903 03	12,231,610 40	186,851,513 43	831,274,133 34
1955.....	158,860,309 41	31,771,463 88	36,787 72	26,378,268 64	217,046,829 65	232,757,808 10	24,870,838 12	257,628,646 22	840,692,316 77
TO 1955.....	1,400,136,619 84	280,033,507 75	219,247 92	172,090,658 01	1,852,480,033 52	957,153,059 60	54,634,657 69	1,011,787,716 75	840,692,316 77
April.....	13,110,771 06	2,598,206 36	3,008 44	2,112,351 02	17,824,336 88	24,584,421 72	9,176,630 80	33,761,052 52	834,755,601 13
May.....	13,122,658 58	2,649,562 56	4,314 00	2,062,548 72	17,839,084 13	19,726,384 25	272,806 65	19,999,190 80	892,584,194 39
June.....	13,224,431 79	2,647,761 86	3,645 00	1,964,580 11	17,840,418 76	12,628,940 41	cr 7,141 55	12,621,798 86	897,581,134 26
July.....	14,392,377 28	2,882,072 21	3,597 00	2,095,771 01	19,373,817 50	8,935,077 04	cr 8,599 08	8,926,477 96	898,261,453 86
August.....	13,845,061 71	2,960,822 80	2,554 00	2,088,135 53	18,096,574 04	8,710,978 83	cr 1,501 55	8,709,477 28	897,648,560 56
September.....	13,932,600 85	2,787,005 48	3,232 00	2,036,864 61	18,759,702 91	8,163,115 52	cr 901 75	8,162,213 77	898,246,089 70
October.....	14,496,964 72	2,902,146 12	3,200 31	2,108,039 95	19,510,751 10	7,514,457 92	74 95	7,514,532 87	898,246,089 70
November.....	15,444,203 17	3,075,114 24	2,259 02	2,040,229 53	20,561,805 96	8,642,839 10	cr 183 05	8,642,656 05	892,161,407 83
December.....	15,431,757 76	3,082,546 42	2,239 44	2,108,039 95	20,624,583 57	11,928,501 78	.....	11,928,501 78	890,837,489 63
January 1956.....	14,311,351 72	2,884,448 44	647 51	2,108,039 95	19,304,487 62	18,966,096 33	5,653,085 00 (Estim.)	24,619,181 33	885,542,705 92
February.....	14,971,823 17	2,989,900 66	539 48	2,081,680 11	20,043,943 42	23,226,015 54	8,942,932 00 (Estim.)	32,168,997 54	873,417,741 80
March.....	*13,942,968 20	2,788,985 54	†1,433 80	2,198,852 18	18,932,239 72	27,011,235 93	11,140,227 00 (Estim.)	38,151,462 93	854,198,518 59
Sub-Total.....	169,726,970 28	33,948,572 66	31,070 00	25,005,132 67	228,711,745 61	180,038,064 37	35,167,479 42	215,205,543 79	854,198,518 59
Total.....	1,569,863,590 12	313,982,080 41	250,137 92	197,095,790 68	2,081,191,779 13	1,137,191,123 43	89,802,137 11	1,226,993,260 54	854,198,518 59

*Stamps \$5,889,498.68 Meter \$1,549,375.81 Bulk \$6,424,870.35 DVA \$79,223.36 Total \$13,942,968.20

† Includes penalties of \$674.20.

‡ From January 1956.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF APRIL, 1956**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
	April 1st, 1955	March 1st, 1956	April 2nd, 1956					
(1) St. John's, Nfld.....	103.5	105.0	105.9	102.2	109.7	100.8	104.4	113.0
Halifax.....	114.6	114.3	114.8	105.2	125.4	114.8	119.9	119.7
Saint John.....	117.6	117.4	117.6	109.8	127.6	116.7	117.4	124.5
Montreal.....	116.7	116.7	116.7	111.5	136.2	108.0	114.9	119.9
Ottawa.....	116.9	117.3	117.7	107.9	136.2	111.6	116.4	123.7
Toronto.....	118.4	118.2	118.7	107.6	148.3	111.3	115.5	120.2
Winnipeg.....	115.3	116.8	116.5	110.7	127.3	113.2	114.0	121.0
Saskatoon—Regina.....	113.9	114.7	114.9	110.6	118.1	114.8	116.5	116.5
Edmonton—Calgary.....	114.2	114.3	114.6	107.6	121.2	113.8	116.6	119.6
Vancouver.....	117.2	118.6	118.6	111.8	128.2	113.3	128.0	120.2

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL 1955, 1956†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13†	13	17,335†	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
Cumulative.....	51		28,043		600,060	0.17
1955						
January.....	18†	18	12,170†	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
Cumulative.....	46		16,124		280,775	0.08

* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to April 1956					
MINING— Lead and zinc miners, Ainsworth, B.C.	1	68	1,560	Mar. 21	For a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; unconcluded.
MANUFACTURING— Metal Products— Structural steel fabricators, Sault Ste. Marie, Ont.	1	(3) 130	130	Aug. 19 1955	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; concluded April 2; conciliation; compromise.
Power saw factory workers, Toronto, Ont.	1	.....	.....	Mar. 16	Alleged discrimination in dismissal of 24 workers; later information indicates concluded March 20; reference to a commissioner; indefinite
Non-Metallic Minerals, Chemicals, etc.— Chemical factory workers, Palo, Sask.	1	27	620	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
CONSTRUCTION— Buildings and Structures— Painters, London, Ont.	12	(4) 30	100	Mar. 26	For a new one-year agreement providing for increased wages and union shop, following reference to conciliation board; concluded April 5; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— Miscellaneous— Radio station employees, Peterborough, Ont.	1	6	150	Feb. 18	For a new agreement providing for increased wages, Rand formula for union dues, etc., following reference to conciliation board; partial return of workers; dispute still in existence but employment conditions no longer affected by the end of April; indefinite.
TRADE— Pipe fitting and sprinkler equipment jobbers, Vancouver, B.C.	1	11	140	Dec. 7 1955	For a union agreement providing for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; dispute still in existence but employment conditions no longer affected by the end of April; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(?)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During April 1956					
MINING— Copper miners, Levack, Ont.	1	200	600	Apr. 10	Protest against wearing safety glasses; concluded April 12; negotiations; in favour of employer.
MANUFACTURING— Textiles, Clothing, etc.— Cotton factory maintenance men, Welland, Ont.	1	20	60	Apr. 11	For increased wages; concluded April 13; return of workers; in favour of employer.
Cotton factory workers, Drummondville, Que.	1	1,320	2,640	Apr. 27	Dispute over quality checkers; unconcluded.
Miscellaneous Wood Products— Sawmill truck drivers, Duncan, B.C.	1	6	20	Apr. 4	Alleged discrimination in lay-off of drivers; concluded April 9; negotiations; in favour of workers.
Sawmill workers, Whonnock, B.C.	1	87	85	Apr. 9	For seniority on day shift when night shift laid off; concluded April 9; negotiations; in favour of employer.
Metal Products— Electrical apparatus factory workers, Pembroke, Ont.	1	20	360	Apr. 5	For a greater increase in wages than recommended by conciliation board in new agreement under negotiations; unconcluded.
Farm machinery factory workers, Guelph, Ont.	1	100	200	Apr. 19	Refusal by a worker to operate two automatic machines at one time, resulting in suspension of three workers; concluded April 20; negotiations; indefinite, result not reported.
Non-Metallic Minerals, Chemicals, etc.— Glass factory workers, Toronto, Ont.		(⁶) 300	1,740	Apr. 18	For a new agreement providing for increased wages, following reference to conciliation board; concluded April 25; conciliation; compromise.
Miscellaneous Products— Boat builders, Bracebridge, Ont.	2	30	300	Apr. 4	For a union agreement providing for increased wages, following reference to conciliation board; concluded April 27; partial return of workers; in favour of employer.
CONSTRUCTION— Buildings and Structures— Labourers, Hamilton, Ont.	1	205	820	Apr. 13	For increased wages; concluded April 18; return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During April 1956—Concluded					
Labourers, Hamilton, Ont.	1	53	80	Apr. 17	For increased wages; concluded April 18; return of workers; in favour of employer.
Miscellaneous— Gas pipeline machine operators and labourers, Kamloops, B.C.	1	36	35	Apr. 27	For \$2.00 per day subsistence allowance; concluded April 27; return of workers and replacement; in favour of employer.
TRADE— Route salesmen and dairy workers, Shawinigan Falls, Que.	1	20	20	Apr. 13	Protesting dismissal of a worker; concluded April 13; return of workers pending conciliation; indefinite.
Department store employees, Grand Falls, Nfld.	2	103	390	Apr. 21	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay and union shop; concluded by April 28; negotiations; compromise.

(¹) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(²) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(³) 45 indirectly affected; (⁴) 150 indirectly affected; (⁵) 152 indirectly affected.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

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The Official Journal of the Department of Labour of Canada. Contains items of current interest, statistics and articles on a wide variety of subjects in the labour field, including industrial relations, conciliation and disputes, prices and the cost of living, employment, wages and hours of work, activities of labour organizations, labour legislation, legal decisions affecting labour, activities of the National Employment Service and the Unemployment Insurance Commission, labour demand and supply, immigration, social, industrial and economic conditions in other countries, activities of the International Labour Organization.

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Security Provisions in Collective Agreements, Manufacturing Industry, October 1951.

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Cost of Living Escalator Clauses in Collective Agreements, December 1951.

Wages, Hours and Working Conditions in the Primary Textile Industry, May 1952.

The Normal Work Week in the Canadian Manufacturing Industries at October 1951, June 1952.

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